

10. NEW BUSINESS

10.5. FISCAL YEAR 2025 STAFF BENEFITS – NON-BARGAINING STAFF MEDICAL INSURANCE PREMIUM CONTRIBUTION

In an effort to continue to align non-bargaining staff medical insurance premium contributions with Board guidance and the Total Rewards Philosophy, Administration proposes the following employee premium cost-share percentage for eligible classified and specialist staff in FY25. Eligible administrative and professional staff medical insurance contributions will continue at 20% for both medical plans and all coverage tiers for FY25.

Employee Classification	Coverage Tier	PPO	HMO Illinois
Classified and Specialist	Employee Only	13%	13%
	Employee + Spouse	13%	13%
	Employee + Child(ren)	13%	13%
	Employee + Family	18%	18%
Recommendation: Approve the non-bargaining staff premium contribution percentages as described above, effective July 1, 2024.			