



## **MEMORANDUM**

**TO:** School Board Members  
**FR:** Nicole Yochum, Director of Human Resources  
**DA:** April 20, 2026  
**RE:** 2026.27 Health Insurance Rates

Please consider approval of the following rates for our 2026/2027 insurance premiums for all non-teacher employees:

	<b>2023-24</b>	<b>2024-25 (5%)</b>	<b>2025-26 (15%)</b>	<b>2026-27 (8%)</b>
1500 VEBA Plan				
Single	\$ 1,080.03	\$ 1,134.03	\$1,304.13	\$1,408.47
Family	\$ 2,705.60	\$ 2,840.88	\$3,267.01	\$3,528.37
3500 HSA Plan				
Single	\$ 908.62	\$ 954.05	\$1,097.16	\$1,184.93
Family	\$ 2,273.10	\$ 2,386.76	\$2,744.77	\$2,964.35

The above rates for 26-27 include a total increase of 8% overall to all district self-funded health insurance premiums. Included in the 8% increase is an increase to account for our annual projected utilization and administrative costs trend and to also continue to support building a reserve balance in our health insurance funds. The Insurance Committee met on Monday, March 9th to review and recommend this proposed increase.

Thank you.

Nicole Yochum

Xc: Finance Office  
Payroll Office  
Benefit Office