



MEMORANDUM

TO: School Board Members
FR: Nicole Yochum, Director of Human Resources
DA: April 21, 2025
RE: 2025.26 Health Insurance Rates

Please consider approval of the following rates for our 2025/2026 insurance premiums for all non-teacher employees:

1500 VEBA Plan	2023-24	2024-25 (5%)	2025-26 (15%)
Single	\$ 1,080.03	\$ 1,134.03	\$1,304.13
Family	\$ 2,705.60	\$ 2,840.88	\$3,267.01
3500 HSA Plan			
Single	\$ 908.62	\$ 954.05	\$1,097.16
Family	\$ 2,273.10	\$ 2,386.76	\$2,744.77

The above rates for 25-26 include a total increase of 15% overall to all district self-funded health insurance premiums. Included in the 15% 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 17th to review and recommend this proposed increase.

Thank you.

Nicole Yochum

Xc: Finance Office
Payroll Office
Benefit Office