



JULY 16,
2026

Staff Newsletter

HPS HEALTH BENEFITS PLAN UPDATE

At the July 15 Board meeting, the Health Benefits Committee's [revised proposal](#) was presented to the Board of Trustees. The Board voted unanimously to approve an 8.5% premium increase for the 2026-27 plan year—a significant reduction from the 15.5% increase originally discussed in June.

For some background: Following the June 9 Board meeting, the Board asked the committee to re-evaluate our plan's financial outlook, explore alternatives, and work closely with our partners to reduce the impact on our staff while keeping our self-funded plan sustainable.

The committee met multiple times with representatives from Bridged Health Alliance and Alliant Employee Benefits. Their collaborative work revealed two primary factors that made this reduction possible:

- A significant plan liability will be funded through a different district account this year. This was the largest factor in lowering the premium. Please note that this is a one-time funding opportunity, and this liability is expected to return to the health insurance plan next year.
- Additional clarity regarding Bridged Health Alliance's statewide provider network contracts allowed our consultants to more confidently project claims savings under the new network, which takes effect for the 2026-27 plan year.

While we are encouraged by the significant reduction in the premium increase for the upcoming school year, the committee remains highly focused on the long-term sustainability of our health plan. We also understand and acknowledge that an 8.5% increase is still a substantial burden that financially affects our employees and their families. We do not take that impact lightly.

The Health Benefits Committee has already begun work with Bridged Health Alliance and Alliant to evaluate potential programs and plan design options for the 2027-28 plan year. Beginning this work now should give us ample time for careful analysis, member engagement, and thoughtful planning.

To help you and your family plan and budget for the upcoming year, the [charts](#) below outline exactly what this 8.5% increase looks like in dollar amounts across our standard plan tiers:

	Current Year (2025-26) Monthly Premiums	2026-2027 Monthly Premiums with 8.5% increase	Projected Monthly Premium increase for members		Current Year (2025-26) Monthly Premiums	2026-2027 Monthly Premiums with 8.5% increase	Projected Monthly Premium increase for members
Option 1 - 12 Month Rates				Option 1 - 10 Month Rates			
Employee Only	\$ 1,064.80	\$ 1,155.31	\$ 90.51	Employee Only	\$ 1,277.76	\$ 1,386.37	\$ 108.61
Employee + Spouse	\$ 2,042.55	\$ 2,216.17	\$ 173.62	Employee + Spouse	\$ 2,451.06	\$ 2,659.40	\$ 208.34
Employee + Child	\$ 1,336.76	\$ 1,450.38	\$ 113.62	Employee + Child	\$ 1,604.11	\$ 1,740.46	\$ 136.35
Employee + Children	\$ 1,443.68	\$ 1,566.39	\$ 122.71	Employee + Children	\$ 1,732.42	\$ 1,879.67	\$ 147.26
Employee + Family (1 child)	\$ 2,309.90	\$ 2,506.24	\$ 196.34	Employee + Family (1 child)	\$ 2,771.88	\$ 3,007.49	\$ 235.61
Employee + Family (2+ child)	\$ 2,416.85	\$ 2,622.28	\$ 205.43	Employee + Family (2+ child)	\$ 2,900.22	\$ 3,146.74	\$ 246.52
Option 2 - 12 Month Rates				Option 2 - 10 Month Rates			
Employee Only	\$ 880.24	\$ 955.06	\$ 74.82	Employee Only	\$ 1,056.29	\$ 1,146.07	\$ 89.78
Employee + Spouse	\$ 1,681.28	\$ 1,824.19	\$ 142.91	Employee + Spouse	\$ 2,017.54	\$ 2,189.03	\$ 171.49
Employee + Child	\$ 1,100.31	\$ 1,193.84	\$ 93.53	Employee + Child	\$ 1,320.37	\$ 1,432.60	\$ 112.23
Employee + Children	\$ 1,188.34	\$ 1,289.35	\$ 101.01	Employee + Children	\$ 1,426.01	\$ 1,547.22	\$ 121.21
Employee + Family (1 child)	\$ 1,901.34	\$ 2,062.95	\$ 161.61	Employee + Family (1 child)	\$ 2,281.61	\$ 2,475.54	\$ 193.94
Employee + Family (2+ child)	\$ 1,989.37	\$ 2,158.47	\$ 169.10	Employee + Family (2+ child)	\$ 2,387.24	\$ 2,590.16	\$ 202.92

Open enrollment for the 2026-27 plan year will run August 14 – September 4. Open enrollment information will be mailed out the end of this month, and with our [Health Care and Cafeteria Benefits website](#) will be updated with plan information for the coming plan year. We also hope that you can join us at **Lincoln Center from 10 a.m. to 2 p.m. on August 14 for our Health Benefits Fair**. Representatives from Bridged Health Alliance, Delta Dental, St. Peter's Wellness, Empower, and AFLAC have confirmed their attendance. Attendees will also be entered into drawings for door prizes.

We are grateful to the Health Benefits Committee and our benefits partners for their diligent work over the last month to find a better path forward. We also appreciate your patience, feedback, and trust throughout this process.

If you have questions as you prepare for open enrollment, please contact [Human Resources](#). We are committed to keeping you informed and supporting you through the enrollment process.