

KUSD 2025-2026 Health Care Plan Costs

Single			Employee Contribution	District Contribution*	Employee Contribution	District Contribution	
Single	High Deductible Health Plan	Period	10%	90%	6%	94%	Full Premium
	\$1,650 deductible	Annually	\$1,357.56	\$12,218.04	\$814.54	\$12,761.06	\$13,575.60
	\$3,300 out of pocket maximum	20 Pay Periods	\$67.88	\$610.90	\$40.73	\$638.05	

Employee + Child(ren)			Employee Contribution	District Contribution*	Employee Contribution	District Contribution	
EE + CH	High Deductible Health Plan	Period	10%	90%	6%	94%	Full Premium
	\$3,300 deductible	Annually	\$2,579.35	\$23,214.17	\$1,547.61	\$24,245.91	\$25,793.52
	\$6,600 out of pocket maximum	20 Pay Periods	\$128.97	\$1,160.71	\$77.38	\$1,212.30	

Employee + Spouse			Employee Contribution	District Contribution*	Employee Contribution	District Contribution	
EE + SP	High Deductible Health Plan	Period	10%	90%	6%	94%	Full Premium
	\$3,300 deductible	Annually	\$2,850.89	\$25,657.99	\$1,710.53	\$26,798.35	\$28,508.88
	\$6,600 out of pocket maximum	20 Pay Periods	\$142.54	\$1,282.90	\$85.53	\$1,339.92	

Family			Employee Contribution	District Contribution*	Employee Contribution	District Contribution	
Family	High Deductible Health Plan	Period	10%	90%	6%	94%	Full Premium
	\$3,300 deductible	Annually	\$3,936.91	\$35,432.21	\$2,362.15	\$37,006.97	\$39,369.12
	\$6,600 out of pocket maximum	20 Pay Periods	\$196.85	\$1,771.61	\$118.11	\$1,850.35	

*District contribution is the amount the district pays toward individual employee health care benefits. This is part of an employees total compensation (e.g. salary + benefits).

**Employees paying 6% are educational support professionals and food service workers, all others pay 10%