

10. NEW BUSINESS

**10.8. FISCAL YEAR 2027 STAFF BENEFITS – NON-BARGAINING STAFF MEDICAL INSURANCE PREMIUM CONTRIBUTION**

In alignment with Board guidance to maintain a competitive, fiscally-sustainable medical insurance benefit program, Administration recommends continuation of FY26 cost share percentages into FY27 as noted by job family, plan and coverage tier for eligible non-bargaining staff as noted below:

Job Family	Coverage Tier	Blue Advantage HMO	HMO Illinois	PPO with Health Savings Account	PPO
Classified and Specialist	Employee Only	13%	15%	18%	15%
	Employee + Child(ren)	13%	15%	18%	15%
	Employee + Spouse	15%	17%	20%	17%
	Employee + Family	20%	20%	20%	20%
Administrative and Professional	Employee Only	18%	20%	18%	22%
	Employee + Child(ren)	18%	20%	18%	22%
	Employee + Spouse	20%	22%	20%	23%
	Employee + Family	20%	22%	20%	23%
<b>Recommendation:</b> Approve the non-bargaining staff premium contribution percentages as described above, effective July 1, 2026.					