

Killeen ISD Employee Benefits Update



District Benefits Update

- New Benefits Administration System – B-Swift
 - Improved employee enrollment experience
 - ASK EMMA Employee Personalized Support 24/7/365
 - Foreign Language Support
 - Affordable Care Act reporting
- Annual Enrollment May18 – June 16
 - Allows for better timeline at the end of the school year.
 - Dedicated resources for New Hires in August

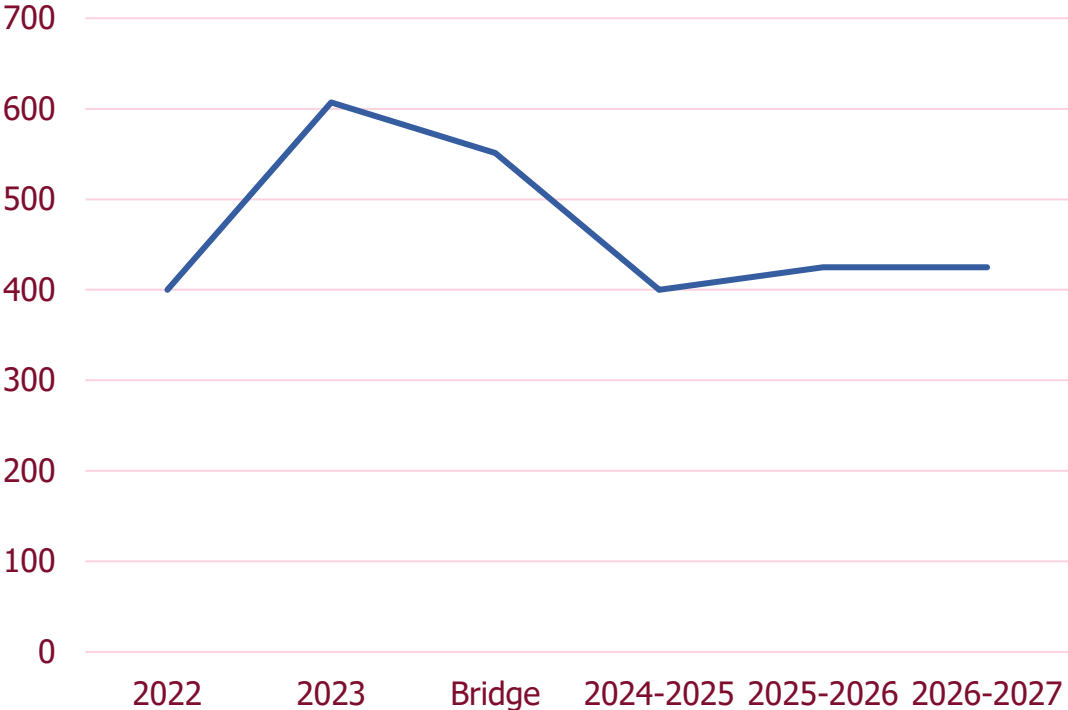
District Benefits Update

UNITED CONCORDIA [®] DENTAL	Dental Base Plan	Dental Buy Up Plan
Deductible – Ind/Family	\$100/\$200	\$100/\$200
Annual Maximum Benefit	\$1,000 per person	\$2,500 per person
Preventive Services	100% Covered	100% Covered
Basic Services	80% Covered	80% Covered
Major Services	50% Covered	50% Covered
Orthodontia Services	Not Covered	50% Covered
Orthodontia Lifetime Maximum	N/A	\$1,250 (Adult & Child)
Out of Network Reimbursement	MAC	MAC
Dental Rates	Employee Monthly Premium	Employee Monthly Premium
Employee	\$10.51	\$16.85
Employee + Spouse	\$45.09	\$61.55
Employee + Child/ren	\$72.61	\$97.14
Employee + Family	\$104.77	\$138.71
Please refer to the plan summaries for detail. This is BKCW's representation of the plan designs and rates and is based on the information we have been provided.		

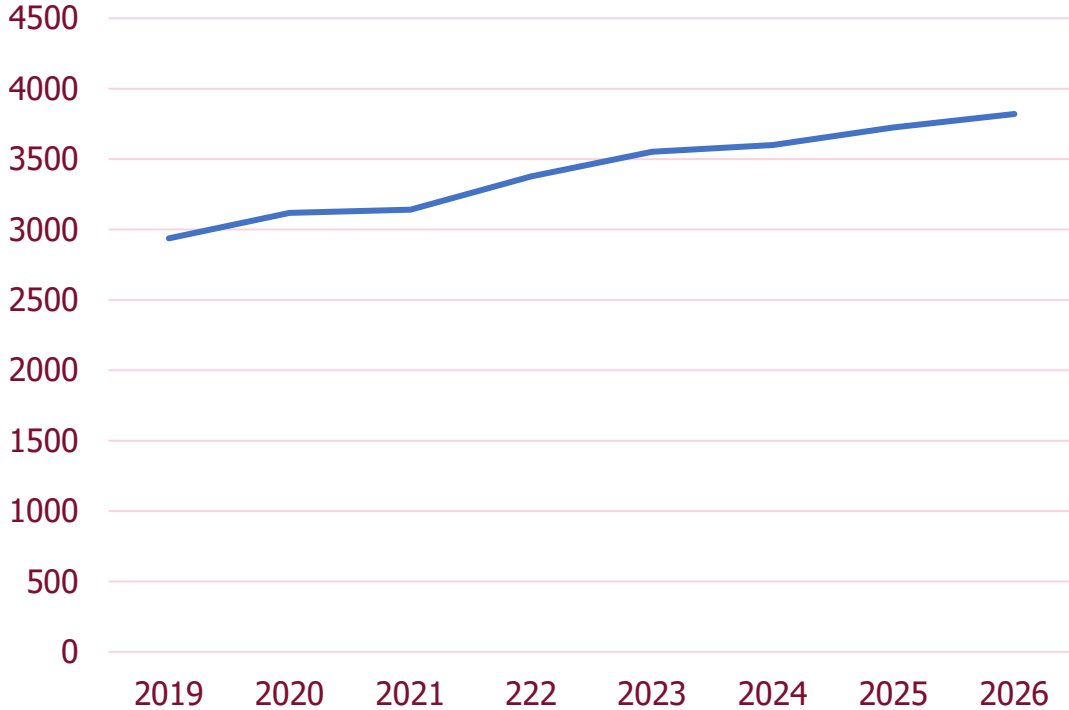
- Mutual of Omaha Life, Disability & Workplace Benefits – Rate Guarantee through 2027
- VSP Vision – Rate Guarantee through 2029
- United Concordia Dental – 7.5% increase per the 2024 RFP that provided rate caps through 2027-2028 plan year

District Cost and Enrollment Review:

District Cost Per Employee Per Month:



Total Enrollment per Year:



TRS vs UHC

5-Year Savings Estimate Assuming No UHC Options

2025-2026 KISD Contribution
Change \$425 PEPM

Total Costs	2024	2025	2026	2027	2028
UHC	36,269,000	38,945,000	41,819,000	44,905,000	48,218,000
TRS	27,155,000	24,392,000	26,831,000	29,514,000	32,465,000
ANNUAL Savings	9,114,000	14,553,000	14,988,000	15,391,000	15,753,000
CUMULATIVE Savings	9,114,000	23,667,000	38,655,000	54,046,000	69,799,000

<u>UHC Breakout</u>	2024	2025	2026	2027	2028
KISD Contribution (\$400 PEPM)	17,054,400	17,054,400	17,054,400	17,054,400	17,054,400
EE Payroll Deductions (0% Increases)	7,693,296	7,693,296	7,693,296	7,693,296	7,693,296
<u>Additional Funding Required</u>	<u>11,521,304</u>	<u>14,197,304</u>	<u>17,071,304</u>	<u>20,157,304</u>	<u>23,470,304</u>
Total UHC Costs	36,269,000	38,945,000	41,819,000	44,905,000	48,218,000
<u>TRS Breakout</u>	2024	2025	2026	2027	2028
KISD Contribution (\$400 PEPM)	17,054,400	17,054,400	17,054,400	17,054,400	17,054,400
EE Payroll Deductions (0% Increases)	7,693,296	7,693,296	7,693,296	7,693,296	7,693,296
<u>Additional Funding Required</u>	<u>2,407,304</u>	<u>(355,696)</u>	<u>2,083,304</u>	<u>4,766,304</u>	<u>7,717,304</u>
Total TRS Costs	27,155,000	24,392,000	26,831,000	29,514,000	32,465,000

TRS vs UHC — 5-Year Savings Estimate

3,820

TRS Medical Enrolled

3,387

Decline Medical

2,105

Cash-in-Lieu (of Declines)

7,207

Total Eligible Employees

\$111

Avg EE Payroll Deduction/Mo

5-Year Cost Comparison — TRS (Actual PEPM Model) vs UHC Projected

Total Annual Costs	2025-26	2026-27	2027-28	2028-29	2029-30
UHC (Projected)	\$36.27M	\$38.95M	\$41.82M	\$44.91M	\$48.22M
TRS-ActiveCare (KISD PEPM Model)	\$23.42M	\$25.06M	\$25.56M	\$26.66M	\$27.84M
ANNUAL Savings	\$12.84M	\$13.89M	\$16.26M	\$18.25M	\$20.38M
CUMULATIVE Savings	\$12.84M	\$26.73M	\$42.99M	\$61.23M	\$81.62M

TRS Breakout — District Cost Components

TRS Breakout	2025-26 (3,820 EEs)	2026-27 (3,896 EEs)	2027-28 (3,974 EEs)	2028-29 (4,054 EEs)	2029-30 (4,135 EEs)
KISD Contribution (PEPM: \$400/\$425/\$425/\$437/\$450)	\$18.34M	\$19.87M	\$20.27M	\$21.26M	\$22.33M
EE Payroll Deductions (2% enrollment growth)	\$5.09M	\$5.19M	\$5.29M	\$5.40M	\$5.51M
Additional Funding Required	\$0	\$0	\$0	\$0	\$0
Total TRS Costs	\$23.42M	\$25.06M	\$25.56M	\$26.66M	\$27.84M

UHC Breakout — District Cost Components (Projected)

UHC Breakout	2025-26 (3,820 EEs)	2026-27 (3,896 EEs)	2027-28 (3,974 EEs)	2028-29 (4,054 EEs)	2029-30 (4,135 EEs)
KISD Contribution (PEPM: \$400/\$425/\$425/\$437/\$450)	\$18.34M	\$19.87M	\$20.27M	\$21.26M	\$22.33M
EE Payroll Deductions (2% enrollment growth)	\$5.09M	\$5.19M	\$5.29M	\$5.40M	\$5.51M
Additional Funding Required	\$12.84M	\$13.89M	\$16.26M	\$18.25M	\$20.38M
Total UHC Costs	\$36.27M	\$38.95M	\$41.82M	\$44.91M	\$48.22M

Dependent Eligibility Verification — Audit Highlights 2/10 – 5/7/2026

1982

Employees Audited

4002

Dependents Identified

97

Dependents Removed

227

Additional Verifications

1,429

Dependents Still Unverified

① Immediate Removal of Ineligible Dependents

97

Dependents Removed

Of 178 dependents flagged in the audit, 97 were removed due to employee terminations — representing immediate plan cost elimination with zero additional claims exposure going forward.

At a conservative \$5,000/yr per dependent in plan cost, that equals an estimated \$485,000 in annualized savings.

Est. Annual Savings: ~\$485,000

② Verified Dependents Reduce Future Audit Risk

308

Total Dependents Verified (81 prior + 227 new)

227 additional dependents were verified following a single email reminder — demonstrating strong member responsiveness. Combined with 81 pre-verified, 308 dependents are now confirmed eligible.

Verified rosters reduce claims disputes, improve HIPAA compliance posture, and lower re-audit costs in future plan years.

Risk Mitigation Value: Ongoing

③ Significant Unverified Population Remains

1,429

Dependents Still Unverified (760 employees)

760 employees covering 1,429 dependents have not yet completed verification. At the same 54% removal rate seen in the audited cohort, completing the audit could yield an additional ~770 removals.

That represents a potential further \$3.85M in annualized savings — making full audit completion a high-ROI priority.

Additional Savings Potential: ~\$3.85M

TRS-ActiveCare

PLAN HIGHLIGHTS

2026-27

REGION 12

TRS Health – Region 12 (Waco) FY26 vs. FY27 Rates

KISD Employer Contribution: \$425.00/mo

Plan	Tier	FY26 Rate	FY27 Rate	\$ Change	% Chg	KISD EE Cost (After \$425 Contrib)
Primary	EMP	\$509	\$555	+\$46	9.0%	\$130
	ESP	\$1,375	\$1,499	+\$124	9.0%	\$1,074
	ECH	\$866	\$944	+\$78	9.0%	\$519
Primary+	FAM	\$1,731	\$1,887	+\$156	9.0%	\$1,462
	EMP	\$598	\$654	+\$56	9.4%	\$229
	ESP	\$1,555	\$1,701	+\$146	9.4%	\$1,276
	ECH	\$1,017	\$1,112	+\$95	9.3%	\$687
HD	FAM	\$1,974	\$2,159	+\$185	9.4%	\$1,734
	EMP	\$521	\$570	+\$49	9.4%	\$145
	ESP	\$1,407	\$1,539	+\$132	9.4%	\$1,114
	ECH	\$886	\$969	+\$83	9.4%	\$544
	FAM	\$1,772	\$1,938	+\$166	9.4%	\$1,513

~9.4%
Primary & HD Increase

\$130
KISD EMP-Only Cost
(Primary, FY27)

\$1,734
Largest EE Cost
(Primary+ FAM)

Tier Key: EMP = Employee Only | ESP = Employee + Spouse | ECH = Employee + Child(ren) | FAM = Family

2026-27 TRS-ActiveCare Plan Highlights

Sept. 1, 2026 – Aug. 31, 2027

All TRS-ActiveCare participants have three plan options. Each includes a wide range of wellness benefits.

Monthly Premiums	TRS-ActiveCare Primary			TRS-ActiveCare Primary+			TRS-ActiveCare HD		
Coverage Tier	Total Premium	KISD Contrib	Your Premium	Total Premium	KISD Contrib	Your Premium	Total Premium	KISD Contrib	Your Premium
Employee Only	\$555	\$425	\$130	\$654	\$425	\$229	\$570	\$425	\$145
Employee + Spouse	\$1,499	\$425	\$1,074	\$1,701	\$425	\$1,276	\$1,539	\$425	\$1,114
Employee + Children	\$944	\$425	\$519	\$1,112	\$425	\$687	\$969	\$425	\$544
Employee + Family	\$1,887	\$425	\$1,462	\$2,159	\$425	\$1,734	\$1,938	\$425	\$1,513

Plan Features				
Feature	Primary	Primary+	HD (In-Network)	HD (Out-of-Network)
Ind/Family Deductible	\$2,500/\$5,000	\$1,200/\$2,400	\$3,400/\$6,800	\$6,800/\$13,600
Coinsurance	30% after ded.	20% after ded.	30% after ded.	50% after ded.
Ind/Family OOP Max	\$8,050/\$16,100	\$6,900/\$13,800	\$8,300/\$16,600	\$20,500/\$41,000
PCP Required	Yes	Yes	No	No
Primary Care Copay	\$30 copay	\$15 copay	30% after ded.	50% after ded.
Specialist Copay	\$70 copay	\$70 copay	30% after ded.	50% after ded.
Urgent Care	\$50 copay	\$50 copay	30% after ded.	50% after ded.
Emergency Care	30% after ded.	20% after ded.	30% after ded.	N/A

★ KISD Employer Contribution: \$425.00/mo applied to all tiers. "Your Premium" = Total Premium – \$425.00.

Prescription Drugs	Primary	Primary+	HD In-Net	HD Out-Net
Drug Deductible	Integrated w/ medical	\$200/participant (brand only)	Integrated w/ medical	—
Generics (31/90-day)	\$15/\$45 copay (\$0 select generics)	\$15/\$45 copay	20% after ded. (\$0 select generics)	—
Preferred Brand	30% after ded.	25% after ded. (\$100 max)	25% after ded.	—
Non-preferred Brand	50% after ded.	50% after ded.	50% after ded.	—
Specialty (31-day max)	30% after ded. (\$0 SaveOnSP)	20% after ded. (\$500 max) (\$0 SaveOnSP)	20% after ded.	—
Insulin	\$25/31-day \$75/61-90 day	\$25/31-day \$75/61-90 day	25% after ded.	—
Additional Benefits	Primary	Primary+	HD In-Net	HD Out-Net
Diagnostic Labs	\$0 (office/ind. lab) 30% after ded. (outpatient)	\$0 (office/ind. lab) 20% after ded. (outpatient)	30% after ded.	50% after ded.
High-Tech Imaging	30% after ded.	20% after ded.	30% after ded.	50% after ded.
Outpatient Surgery	30% after ded.	20% after ded.	20% ded.+\$100 copay	40% ded.+\$100 copay
Inpatient / Hospital	30% after ded.	20% after ded.	20% ded.+\$150/day	40% ded.+\$500/incident
Freestanding ER	\$500+30% ded.	\$500+20% ded.	\$500+30% ded.	\$500+50% ded.
Annual Vision Exam	Specialist: \$70 copay	Specialist: \$70 copay	30% after ded.	50% after ded.
Annual Hearing Exam	PCP \$30 / Spec \$70	PCP \$15 / Spec \$70	30% after ded.	50% after ded.
Mental Health Office	\$30 copay	\$15 copay	30% after ded.	50% after ded.
Mental Health Teladoc	\$0	\$0	\$42/visit	—

September 2026 Renewal Timeline

- April & May– Begin communicating Annual Enrollment
- May 12– 2026/2027 TRS Rates will be presented to KISD Board
 - Majority of Benefit information should be available
 - Expected 10% average increase
 - Expected Health Plan adjustments with IRS updates
- May 18 – June 16 Annual Enrollment
- May June Personalized Support available onsite and new technology
24/7/365 Ask Emma Support
- August –New Hire Support on Benefits to prepare for New KISD Career

All Files and enrollment tested early and ready for submission off peak season



Killeen ISD Open Enrollment



May 18 - June 16



**New Hire Benefits- August
Carrier Reps Onsite**



**ALL New Technology – SSO and
ASK Emma 24/7/365**