



Welcome to 2026 Benefits

Open Enrollment!

OCTOBER 3 – NOVEMBER 3, 2025

Enrollment is passive again this year! Currently elected medical plans and voluntary elections, except for Flexible Spending Accounts (FSAs), will remain the same for 2026 unless you actively enroll. FSA enrollment must be done actively each year.

Be sure to review your options and make any changes by November 3, 2025. Your 2026 benefit elections will take effect January 1, 2026.

YOUR 2026 BENEFITS

- The District will continue to offer 3, no-cost, medical options for employee-only coverage — HDHP PPO W/SPIRA CARE, EPO W/SPIRA CARE, and PPO Blue Select Plus.
- All other medical plan rates, as well as the dental rates, are changing for 2026 — see pages 55-57 of the 2026 Employee Benefits Guide.
- Some of our medical plan deductibles and out-of-pocket maximums will be changing — see page 9 of the 2026 Employee Benefits Guide.
- The HDHP PPO PCB plan will be closed to new enrollments beginning January 1, 2026. Members that are currently enrolled in this plan may remain enrolled. This plan will be grandfathered and closed beginning January 1, 2026.
- You can save even more in your HSA in 2026! The new IRS limits are \$4,400 individual / \$8,750 family.
- The Dependent Care FSA limit will be \$7,500 for 2026 (\$3,750 if filing separate tax returns). The Health & Limited FSA limits are projected to be around \$3,400 for 2026.

DON'T FORGET

- FSAs require active enrollment each year. These elections do not roll over.
- If you choose an HDHP, verify HSA eligibility at www.bvschoolsbenefits.com during enrollment.
- New medical ID cards will be mailed in December by BlueKC.
- Each year during open enrollment, you can increase your life insurance and/or your spouse's life insurance by up to two (2) increments with no health information needed.

OPEN ENROLLMENT BENEFITS FAIR

Attend the Benefits Fair on October 7 and 8, 2:00 p.m. – 6:00 p.m., at the District Office – High Plains Room. Get questions answered by insurance carriers and the BV Benefits Department. Enter raffles to win prizes and giveaways donated by community partners! Donated chair massages are free on Tues., October 7, 2:00 p.m. – 5:00 p.m. and Wed., October 8, 4:00 p.m. – 6:00 p.m.

Look for more information in your District email or the benefits website.

Can't attend the fair?

Schedule a virtual appointment with the BV Benefits Dept. on Tues., Oct. 14 or Thurs., Oct., 16 by scanning the QR code.



Enroll by November 3

Visit www.bvschoolsbenefits.com or scan the QR code. Call the BV Benefits Help Center at 844-239-0434 (M/W/F 8:30 a.m.–5:00 p.m.; Tu/Th 8:30 a.m.–7:00 p.m.).