

THE COST OF LAUSD'S PROPOSED HEALTHCARE FREEZE



UTLA and the 7 other LAUSD unions negotiate with LAUSD over the amount of money that LAUSD will budget annually for healthcare. The unions fight to make sure there is enough money in the fund to cover all increases in cost (as projected by an outside consultant).

The chart shows the projected costs for an active employee, a retired employee who is not yet Medicare eligible, and a retired employee who is Medicare eligible. In 2026 the contribution matches the projected cost. That is what we want. But because LAUSD is proposing in negotiations to freeze the contributions at the 2026 rates, the annual cost of the plan in 2027 is projected to exceed the contribution by \$1,321 - this is what you could have to pay.

	Projected Cost	LAUSD Committed Contribution	Employee Yearly Costs
2026			
Active Employee	\$18,767.09	\$18,767.09	\$0
Retiree Pre-Medicare	\$30,238.73	\$30,238.73	\$0
Retiree Medicare Eligible	\$5,658.82	\$5,658.82	\$0
2027			
Active Employee	\$20,088.73	\$18,767.09	\$1,321.64
Retiree Pre-Medicare	\$32,450.76	\$30,238.73	\$2,212.03
Retiree Medicare Eligible	\$6,262.28	\$5,658.82	\$602.46

LAUSD is proposing to freeze funding at this rate

Cost passed on to employees

Flip over to learn about future impact

IT'S ABOUT 2027 AND BEYOND



But it is not just about 2027. This is about the district getting their foot in the door to start pushing more of healthcare costs on to you and your colleagues. LAUSD is refusing to pay more than the 2026 funding rate. There is no way to be sure what the increases in cost will be, but if we take the 7% projected increase for 2027 and assume the same increase every year, we can get a sense of what this could mean over the next 5 years. **By 2031 you could be paying \$630 a month just to keep your healthcare.**

Even if you retire, a 7% annual increase could mean that in 5 years a pre-Medicare retiree would have to pay \$12,297 a year and even a Medicare-eligible retiree could have to pay \$821 a year.

POTENTIAL FUNDING CUTS 2027-2031

**Contributions
froze at 2026 level**

	Potential Annual Cost (Active Employee)	LAUSD Committed Contribution	Potential Yearly Employee Costs
2027 Active Employee	\$20,088.73	\$18,767.09	\$1,321.64
2028 Potential 7% Increase	\$21,494.94	\$18,767.09	\$2,727.85
2029 Potential 7% Increase	\$22,999.59	\$18,767.09	\$4,232.50
2030 Potential 7% Increase	\$24,609.56	\$18,767.09	\$5,842.47
2031 Potential 7% Increase	\$26,332.23	\$18,767.09	\$7,565.14

**Estimated 7% future
cost increase passed
on to employees**