Arlington Public Schools

Dear Arlington Public Schools Retiree,

As we are preparing for Annual Open Enrollment, we want to share important information about your APS retiree healthcare benefits for 2027. Because you are enrolled in one of our Medicare Advantage Plans, your retiree medical coverage is coordinated with Medicare. We encourage you to carefully review your Medicare and APS retiree healthcare options for the upcoming year.

No Changes to Your UHC or Kaiser Plan or Coverage

There are **no changes to your UHC or Kaiser plan or coverage for 2027**. Your current plan and coverage will remain the same.

APS recognizes that the cost of healthcare coverage continues to rise and that these increases can create a significant financial burden for retirees, particularly those living on fixed incomes. We understand the importance of maintaining access to quality healthcare while also addressing the financial impact of rising healthcare costs.

Enhanced APS Subsidy for UHC-Enrolled Retirees

To help reduce this financial impact, Arlington Public Schools will increase the employer subsidy for Medicare-eligible retirees enrolled in the UHC retiree medical plan beginning in 2027.

The APS subsidy for eligible UHC-enrolled retirees will increase from **72% to 75%** of the applicable UHC retiree medical premium. As a result, the retiree share will decrease from **28% to 25%**.

This enhanced subsidy is intended to provide meaningful financial relief as healthcare costs continue to increase and help lessen the impact of higher premiums on our retirees. APS recognizes that healthcare costs have increased significantly and that these increases can place additional financial pressure on retirees. Increasing the subsidy for UHC-enrolled retirees is one way APS can help reduce the financial impact of these rising costs.

Open Enrollment will take place **October 1–31, 2026**. Although there are **no changes to your UHC or Kaiser plan or coverage for 2027**, we encourage you to review your current coverage, Medicare requirements, and applicable premium rates before making your election.

Arlington Public Schools

If you need to make a change to your 2027 retiree healthcare coverage, please use the **enclosed change form** to make your enrollment change. Once completed, you may:

- **Email:** OpenEnrollment2027@apsva.us
- **Fax:** Benefits Team at (703) 841-2138
- **Mail:**
  Human Resources – Benefits Team
  2110 Washington Blvd.
  Arlington, VA 22204

Please be sure to submit your completed form by the Open Enrollment deadline of **October 31, 2026.**

Medicare Assistance

Do you have questions about Medicare or your APS Medicare Advantage Plan?

Our consultant, USI, offers independent assistance with Medicare questions, including help comparing your APS options with other options available to you. This one-on-one assistance can help you better understand your choices and determine which option may best meet your needs.

You can make an appointment with **Shawn McLean** for one-on-one assistance using the information provided in the enclosed flyer.

You may also call Shawn directly **(757) 663-4089**.

Benefits Fairs

APS will host Benefits Fairs on **October 7, October 14, and October 21** at the following locations:

- **October 7:** Grace Hopper 8:00 a.m. – 6:00 p.m.
- **October 14:** Transportation 10:00 a.m. – 2:00 p.m.
- **October 21:** Syphax 09:00 a.m. – 6:00 p.m.

Come and enjoy the fun, speak to vendors, or listen to a presentation on life after retirement.

Arlington Public Schools

Questions?

You may contact the APS Benefits Team at **OpenEnrollment2027@apsva.us** or **703-228-2726**.

We encourage you to review your 2027 retiree healthcare information carefully and take advantage of the resources available to you if you have questions about Medicare or your APS retiree medical coverage.

Sincerely,

Corey Dotson, SHRM-CP
Assistant Superintendent of Human Resources
Arlington Public Schools