IMPORTANT INFORMATION ABOUT YOUR 2027 BENEFITS

Dear Arlington Public Schools Employee/Retiree,

As we prepare for Annual Open Enrollment, we want to share important information about your APS healthcare benefits for 2027.

2027 Medical, Prescription Drug and Vision Benefits

Based on employee feedback and APS' commitment to providing competitive healthcare benefits at an affordable cost, APS conducted a review of its medical, prescription drug and vision plans. APS representatives, Procurement and our benefits consultants carefully reviewed the proposals and selected the companies that will provide benefits for 2027.

- CareFirst will no longer provide APS medical and prescription drug coverage after Dec. 31, 2026.
- Kaiser Permanente and Cigna will provide APS medical and prescription drug coverage beginning Jan. 1, 2027.
- VSP will provide vision coverage for 2027.
- Delta Dental will continue to provide dental coverage for 2027.

Medical Benefits

Moving to Kaiser Permanente and Cigna will provide significant savings compared with continuing with CareFirst. APS has worked to maintain the value of your benefits, and both Kaiser Permanente and Cigna have been asked to provide plans that are similar to our current plans.

Our goal is to continue offering competitive medical plan options and strong benefits for APS employees and retirees.

Your 2027 medical premiums will depend on the plan and level of coverage you choose. Please review the enclosed rate information carefully before making your selections**.**

Dental Benefits

Delta Dental will remain the APS dental carrier for 2027.

Dental rates will not increase for 2027. There are also no changes to the dental plan or provider network. Your dental benefits will continue to work as they do today.

Open Enrollment: Oct. 1–31, 2026

APS will have an active Open Enrollment for the 2027 plan year. If no action is taken, you will not be enrolled.

** All changes must be made through the Employee Self-Service Portal by **October 31, 2026, at 11:59 p.m.** After this deadline, you will no longer have access to the system to make changes.

If you do not have access to a computer and need assistance enrolling, please complete the enclosed application and submit it by email to **OpenEnrollment2027@apsva.us** or by fax to **703-841-2138** prior to October 31.

ALL BENEFIT ELIGIBIBLE EMPLOYEES MUST PARTICIPATE.

Please carefully review your current benefits, the new 2027 options, and rates before completing your enrollment. If you are not electing benefits, please check the **waive coverage box.**

You can review your current benefits and find additional Open Enrollment information on the APS Benefits website.

Open Enrollment Information Sessions

APS Benefits staff and health plan representatives will hold information sessions to help you learn about your 2027 benefits and ask questions.

Date	Time	Location
Sept. 8	4–6 p.m.	Syphax Education Center
Sept. 10	4–6 p.m.	Gunston Middle School
Sept. 15	4–6 p.m.	Washington-Liberty High School
Sept. 17	4–6 p.m.	Kenmore Middle School
Sept. 22	9 a.m.–3 p.m.	Transportation
Sept. 24	4–6 p.m.	Wakefield High School
Sept. 28	4–6 p.m.	Grace Hopper Center
Sept. 30	4–6 p.m.	Syphax Education Center

Additional information will be available on the APS Staff Central Benefits [Open Enrollment 2027] website. A dedicated virtual information session will be held October 15, 2026, 2:00-3:00 pm for retirees under 65. Click here to access the presentation.

Or you can call in Meeting ID: 296 327 647 663 117, Passcode: 3Mu6Fr7y.

We Know You Have Questions

We understand that changes to healthcare benefits can bring questions. APS is committed to providing clear and timely information to help you understand your options and make decisions about your 2027 benefits.

You will receive additional information and updates before and during Open Enrollment in October.

Benefits Resource Center

If you have questions about your current benefits or claims, you may contact the Benefits Resource Center (BRC). The BRC can help with non-urgent benefits questions, finding a provider, understanding your benefits and addressing unpaid claims.

Benefits Resource Center
8 a.m.–5 p.m. ET
1-855-874-6699
BRCEast@usi.com

You may also contact the APS Benefits Team at hr.support@apsva.us or 703-228-2726.

We encourage you to review your 2027 benefit options carefully and choose the coverage that best meets your needs and those of your family.

Sincerely,

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