



## 2026–27 Plan Year: Renewal Summary

The Oregon Educators Benefit Board (OEBB) is committed to offering comprehensive medical, pharmacy, dental, vision, life insurance, and disability coverage for the 2026–27 plan year. As health care expenses continue to rise, this commitment results in cost increases for both entities and members.

Overall, 2026–27 health plan costs will increase 3.4%. This is the maximum increase amount that is allowed by Oregon law.

This is the combined increase across all medical, dental, and vision plans, before taxes or fees. Individual plan rate changes are more or less than 3.4%. (Note: An entity’s specific increase depends on the plans offered and elected. See page 3 for details.)

Keep reading for more information about OEBB’s 2026–27 plans. Updated plan designs and premium sheets will be available for entities to make decisions. Members will receive communications closer to Open Enrollment.

### Why Health Care Costs Keep Going Up

The landscape of health care is changing. This affects all organizations that provide employee benefit plans, including OEBB. Health care costs keep rising as more people receive care and are using more services. Other factors that drive costs for employers nationally and OEBB locally include:

- New and innovative treatments, such as condition-specific drugs.
- Increases in provider reimbursements as they face rising wages, inflation, and supply costs.
- Provider billing strategies using AI.

### Medical Plans

Medical coverage drove most of the cost increases for 2026–27. Nationally, employers are seeing the largest health benefit cost increases in a decade. OEBB is no exception.

Here is a summary of the renewal activity this spring:

- In the first round, the overall renewal increase was 13.5%. A historically high Moda Health medical renewal of +18.3% drove most of this increase. After years of high increases, Kaiser Permanente’s initial renewal came in at 3.8%. At

this point, the gap to reach 3.4% was \$110.7 million. This was more than double the prior plan year’s gap.

- In the second round, the renewal increase improved slightly, to 12.9% overall. The gap to reach 3.4% decreased to \$104.5 million. This reduction was based on improving claims experience and negotiations between the carriers, OEBC staff, and consultants.
- With ongoing negotiations and improving claims experience, the renewal amount decreased slightly, to 12.4% in the third round. As a result, the gap to reach 3.4% lowered to \$99.1 million. To reduce the impact on members, the Board weighed its options, gathered public input, and approved the following combined approach for 2026–27:
  - **Use reserves:** OEBC maintains funds to protect the financial stability of the health plans. The Board will use a part of these funds to lower costs next year. While this decision reduces costs next year, it is a temporary solution. Reserves are limited, and their use adds to the following year’s renewal increase.
  - **Make plan changes:** The Board approved some plan changes, mostly to Moda Health plans. They include increased deductibles, out-of-pocket maximums, and office visit copays. To help offset these changes, the Board also approved increases to the Garner incentive of \$250 for individuals and \$500 for families. This increased incentive will help reimburse some (or all) of members’ additional costs.
  - **Improve efficiency:** The Board approved efficiency changes for Moda Health plans, such as requiring 90-day supply fills for certain maintenance medications through mail order or participating retail pharmacies.

### Renewal Results by Plan

The table below shows each plan’s weighted cost change based on December 2025 enrollment. Individual plans changed by different amounts. The Board’s actions limited the overall increase to 3.4%.

Health Care Plan	Cost Change
<b>Medical Plans</b>	
Moda Health	3.5%
Kaiser Permanente	3.4%
<b>Dental Plans</b>	
Delta Dental (Moda Health)	2.9%
Kaiser Permanente	3.4%
Willamette Dental Group	3.4%
<b>Vision Plans</b>	

Moda Health	0.0%
Kaiser Permanente	0.0%
VSP	0.0%

### **Individual Group Results**

Cost increases take effect October 1, 2026. Each group’s costs will vary and could exceed 3.4% depending on:

- Plans offered.
- Plans employees choose.
- Coverage levels employees choose, including enrolled dependents.
- Employer contributions.

Based on enrollment data from December 2025, 42% of individual groups will have an increase of 3.4% or less. For the remaining 58% of groups, the increase is between 3.4% and 3.6%. However, the upcoming Open Enrollment could change these amounts because of the factors mentioned above.

### **Dental and Vision Plan Changes**

OEBB is making changes and enhancements for 2026–27 to OEBB’s dental plans through Delta Dental/Moda Health and Kaiser Permanente. Vision plans will stay the same.

### **Optional Benefit Plan Changes**

Rates for employee-paid disability coverage and optional spouse life insurance will decrease. Rates for other life, disability, and accidental death and dismemberment (AD&D) insurance plans will stay the same.

OEBB will no longer offer long-term care (LTC) coverage. Unum stopped accepting new LTC applications after January 31, 2026. This prompted the Board’s decision to no longer offer LTC coverage. Members who already have LTC coverage can keep their coverage by paying Unum directly.

### **Questions?**

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