

Employee Benefits Open Enrollment to Be Held October 5–30, 2026

Open Enrollment for Montgomery County Public Schools (MCPS) employee benefits will be held this year from Monday, October 5–Friday, October 30, 2026, with any changes effective January 1, 2027. Open Enrollment is your opportunity to review your health plan options and make any necessary changes.

What to Expect

- If you are a benefits-eligible employee, you will receive Open Enrollment information and instructions in your MCPS Outlook email account on Friday, October 2, 2026. The email will include detailed instructions for accessing the benefits enrollment system on MCPS Hub+ and links to the *2027 Employee Benefit Summary*, the Employee Benefits Open Enrollment web page, and more. Enrolling in or making changes to your benefits and enrolling in a flexible spending account for 2027 will be conducted online via Hub+.
- You will be able to view and print confirmation of your benefit changes from Hub+.
- Information and links to full details regarding Open Enrollment and 2027 MCPS employee benefits will be available on the [Open Enrollment web page](#) beginning Friday, October 2, 2026.

Benefit Highlights for 2027

- MCPS-offered medical, prescription, dental, and vision insurance benefit plans will stay the same for 2027.
- Employee premium contributions will increase by 1 percent. This adjustment aligns with the planned two-year premium increases negotiated for active employees.
- Benefit rates are reviewed each year and may change based on overall healthcare costs and claims experience.

Be prepared for Open Enrollment

Take these simple steps to make sure you are ready for this year's Employee Benefits Open Enrollment.

- Make sure you can access your MCPS Outlook email account. Need help? Visit [mySSPR](#) or contact the [Technical Help Desk](#).
- Check your MCPS employee Outlook email on Friday, October 2, 2026, for Open Enrollment information and instructions from the Employee and Retiree Service Center (ERSC).

- Stay in touch with ERSC for Open Enrollment news by [visiting us online](#).

Take the Wellness Initiative to Save Money on Your Health Insurance in 2027

If you are covered by an MCPS-provided medical insurance plan with Cigna or Kaiser Permanente, remember to complete both of the following activities—

- a biometric health screening; AND
- your insurance provider's online health risk assessment by Friday, October 2, 2026.