



2027 Health Coverage Calendars

CLASSIFIED EMPLOYEES AND ADMINISTRATORS PAID BIWEEKLY (26 PAY PERIODS)

Work Dates	Pay Date	Coverage Period
December 19, 2026 – January 1, 2027	January 12, 2027	December 19, 2026 – January 1, 2027
January 2, 2027 – January 15, 2027	January 26, 2027	January 2, 2027 – January 15, 2027
January 16, 2027 – January 29, 2027	February 9, 2027	January 16, 2027 – January 29, 2027
January 30, 2027 – February 12, 2027	February 23, 2027	January 30, 2027 – February 12, 2027
February 13, 2027 – February 26, 2027	March 9, 2027	February 13, 2027 – February 26, 2027
February 27, 2027 – March 12, 2027	March 23, 2027	February 27, 2027 – March 12, 2027
March 13, 2027 – March 26, 2027	April 6, 2027	March 3., 2027 – March 26, 2027
March 27, 2027 – April 9, 2027	April 20, 2027	March 27, 2027 – April 9, 2027
April 10, 2027 – April 23, 2027	May 4, 2027	April 10, 2027 – April 23, 2027
April 24, 2027 – May 7, 2027	May 18, 2027	April 24, 2027 – May 7, 2027
May 8, 2027 – May 21, 2027	June 1, 2027	May 8, 2027 – May 21, 2027
May 22, 2027 – June 4, 2027	June 15, 2027	May 22, 2027 – June 4, 2027
June 5, 2027 – June 18, 2027	June 29, 2027	June 5, 2027 – June 18, 2027
June 19, 2027 – July 2, 2027	July 13, 2027	June 19, 2027 – July 2, 2027
July 3, 2027 – July 16, 2027	July 27, 2027	July 3, 2027 – July 16, 2027
July 17, 2027 – July 30, 2027	August 10, 2027	July 17, 2027 – July 30, 2027
July 31, 2027 – August 13, 2027	August 24, 2027	July 31, 2027 – August 13, 2027
August 14, 2027 – August 27, 2027	September 7, 2027	August 14, 2027 – August 27, 2027
August 28, 2027 – September 10, 2027	September 21, 2027	August 28, 2027 – September 10, 2027
September 11, 2027 – September 24, 2027	October 5, 2027	September 11, 2027 – September 24, 2027
September 25, 2027 – October 8, 2027	October 19, 2027	September 25, 2027 – October 8, 2027
October 09, 2027 – October 22, 2027	November 2, 2027	October 09, 2027 – October 22, 2027
October 23, 2027 - November 5, 2027	November 16, 2027	October 23, 2027 - November 5, 2027
November 6, 2027 – November 19, 2027	November 30, 2027	November 6, 2027 – November 19, 2027
November 20, 2027 – December 3, 2027	December 14, 2027	November 20, 2027 – December 3, 2027
December 4, 2027 – December 17, 2027	December 28, 2027	December 4, 2027 – December 17, 2027

New Hires: Health Coverage does not begin on work start date. You have 30 days from your work start date to enroll in health benefits. If you enroll within 30 day deadline, coverage will begin on the first day of the coverage period following work start date. If you terminate employment or lose health coverage, last day of health coverage ends at the end of the coverage period.

Employee premium contributions are deducted from paychecks biweekly for a total of 26 payroll deductions. If you take an approved unpaid leave of absence, you must pay CCSF directly for the premium contributions that were previously deducted from your paycheck. Employee premium contributions are due no later than the pay date of the benefits coverage periods above.

The FY27/28 calendar was not finalized with the union at the time of publication. Please check sfhss.org for updates.



2027 Health Coverage Calendars

CLASSIFIED EMPLOYEES AND ADMINISTRATORS PAID BIWEEKLY (21 PAY PERIODS)

Work Dates	Pay Date	Coverage Period
December 19, 2026 – January 1, 2027	January 12, 2027	December 19, 2026 – January 1, 2027
January 2, 2027 – January 15, 2027	January 26, 2027	January 2, 2027 – January 15, 2027
January 16, 2027 – January 29, 2027	February 9, 2027	January 16, 2027 – January 29, 2027
January 30, 2027 – February 12, 2027	February 23, 2027	January 30, 2027 – February 12, 2027
February 13, 2027 – February 26, 2027	March 9, 2027	February 13, 2027 – February 26, 2027
February 27, 2027 – March 12, 2027	March 23, 2027	February 27, 2027 – March 12, 2027
March 13, 2027 – March 26, 2027	April 6, 2027	March 13, 2027 – March 26, 2027
March 27, 2027 – April 09, 2027	April 20, 2027	March 27, 2027 – April 09, 2027
April 10, 2027 – April 23, 2027	May 4, 2027	April 10, 2027 – April 23, 2027
April 24, 2027 – May 7, 2027	May 18, 2027	April 24, 2027 – May 7, 2027
May 8, 2027 – May 21, 2027	June 1, 2027	May 8, 2027 – May 21, 2027
Summer Break (off from regular work)	June 15, 2027	Summer Coverage Period (<i>extra payroll deductions taken January to June</i>) <i>Pre-pay this summer coverage period.</i>
	June 29, 2027	
	July 13, 2027	
	July 27, 2027	
	August 10, 2027	
July 31, 2027 – August 13, 2027	August 24, 2027	July 31, 2027 – August 13, 2027
August 14, 2027 – August 27, 2027	September 7, 2027	August 14, 2027 – August 27, 2027
August 28, 2027 – September 10, 2027	September 21, 2027	August 28, 2027 – September 10, 2027
September 11, 2027 – September 24, 2027	October 5, 2027	September 11, 2027 – September 24, 2027
September 25, 2027 – October 08, 2027	October 19, 2027	September 25, 2027 – October 08, 2027
October 09, 2027 – October 22, 2027	November 2, 2027	October 09, 2027 – October 22, 2027
October 23, 2027 – November 5, 2027	November 16, 2027	October 23, 2027 – November 5, 2027
November 6, 2027 – November 19, 2027	November 30, 2027	November 6, 2027 – November 19, 2027
November 20, 2027 – December 3, 2027	December 14, 2027	November 20, 2027 – December 3, 2027
December 4, 2027 – December 17, 2027	December 28, 2027	December 4, 2027 – December 17, 2027

New Hires: Health Coverage does not begin on work start date. You have 30 days from your work start date to enroll in health benefits. If you enroll within 30 day deadline, coverage will begin on the first day of the coverage period following work start date. If you terminate employment or lose health coverage, last day of health coverage ends at the end of the coverage period.

Employee premium contributions are deducted from paychecks biweekly, for a total of 21 payroll deductions.

Employee premium deductions from January to June include an additional premium amount to fund benefits coverage during the summer pay periods. Benefits coverage will continue as long as all summer premium contributions have been funded (and on active status). If you take an approved unpaid leave of absence, you pay CCSF directly for the premium contributions that were previously deducted from your paycheck. Employee premium contributions are due no later than the pay date of the benefits coverage periods above.

The FY27/28 calendar was not finalized with the union at the time of publication. Please check sfhss.org for updates.



2027 Health Coverage Calendars

FACULTY AND ADMINISTRATORS PAID MONTHLY (12 MONTHS)

Work Dates	Pay Date	Coverage Period
January 1, 2027 – January 31, 2027	January 29, 2027	January 1, 2027 – January 31, 2027
February 1, 2027 – February 28, 2027	February 26, 2027	February 1, 2027 – February 28, 2027
March 1, 2027 – March 31, 2027	March 31, 2027	March 1, 2027 – March 31, 2027
April 1, 2027 – April 30, 2027	April 30, 2027	April 1, 2027 – April 30, 2027
May 1, 2027 – May 31, 2027	May 28, 2027	May 1, 2027 – May 31, 2027
June 1, 2027 – June 30, 2027	June 30, 2027	June 1, 2027 – June 30, 2027
July 1, 2027 – July 31, 2027	July 30, 2027	July 1, 2027 – July 31, 2027
August 1, 2027 – August 31, 2027	August 31, 2027	August 1, 2027 – August 31, 2027
September 1, 2027 – September 30, 2027	September 30, 2027	September 1, 2027 – September 30, 2027
October 1, 2027 – October 31, 2027	October 29, 2027	October 1, 2027 – October 31, 2027
November 1, 2027 – November 30, 2027	November 30, 2027	November 1, 2027 – November 30, 2027
December 1, 2027 – December 31, 2027	December 31, 2027	December 1, 2027 – December 31, 2027

PART-TIME FACULTY PAID MONTHLY (9 MONTHS)

Work Dates	Pay Date	Coverage Period
January 1, 2027 – January 31, 2027	January 29, 2027	January 1, 2027 – January 31, 2027
February 1, 2027 – February 28, 2027	February 26, 2027	February 1, 2027 – February 28, 2027
March 1, 2027 – March 31, 2027	March 31, 2027	March 1, 2027 – March 31, 2027
April 1, 2027 – April 30, 2027	April 30, 2027	April 1, 2027 – April 30, 2027
May 1, 2027 – May 31, 2027	May 28, 2027	May 1, 2027 – May 31, 2027
Summer Break (off from regular work)	June 30, 2027 July 30, 2027 August 31, 2027	Summer Coverage Period (extra payroll deductions taken January to May)
September 1, 2027 – September 30, 2027	September 30, 2027	September 1, 2027 – September 30, 2027
October 1, 2027 – October 31, 2027	October 29, 2027	October 1, 2027 – October 31, 2027
November 1, 2027 – November 30, 2027	November 30, 2027	November 1, 2027 – November 30, 2027
December 1, 2027 – December 31, 2027	December 31, 2027	December 1, 2027 – December 31, 2027

New Hires: Health Coverage does not begin on work start date. You have 30 days from your work start date to enroll in health benefits. If you enroll within 30 day deadline, coverage will begin on the first day of the coverage period following work start date. If you terminate employment or lose health coverage, last day of health coverage ends at the end of the coverage period.

Full-time faculty premium contributions are deducted from paychecks monthly, for a total of 12 payroll deductions.

Part-time faculty premium contributions are deducted from paychecks monthly, for a total of 9 payroll deductions. PT Faculty that work from January to May will have an additional premium amount deducted to fund benefits coverage during the summer months. Benefits coverage will continue as long as all summer premium contributions have been funded.

If you take an approved unpaid leave of absence, you must pay CCSF directly for the premium contributions that were previously deducted from your paycheck. Employee premium contributions are due no later than the pay date of the benefits coverage periods above.

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Plan Year 2027