



2027 Health Coverage Calendars

SFUSD YEAR ROUND BIWEEKLY EMPLOYEES (26 Pay Periods)

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

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 SFHSS 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.



2027 Health Coverage Calendars

SCHOOL TERM BIWEEKLY EMPLOYEES (21 Pay Periods)

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

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 summer, when no paycheck contributions are taken; 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 SFHSS 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.



2027 Health Coverage Calendars

MONTHLY YEAR ROUND (12 Pay Periods)

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

MONTHLY EMPLOYEES (11 Pay Periods)

Work Dates	Coverage Period
January 1, 2027 – January 31, 2027	January 1, 2027 – January 31, 2027
February 1, 2027 – February 28, 2027	February 1, 2027 – February 28, 2027
March 1, 2027 – March 31, 2027	March 1, 2027 – March 31, 2027
April 1, 2027 – April 30, 2027	April 1, 2027 – April 30, 2027
May 1, 2027 – May 31, 2027	May 1, 2027 – May 31, 2027
June 1, 2027 – June 30, 2027	June 1, 2027 – June 30, 2027
Summer Break (off from regular work)	Summer Coverage Period (extra payroll deductions taken January to June pre-pay this summer coverage period)
August 1, 2027 – August 31, 2027	August 1, 2027 – August 31, 2027
September 1, 2027 – September 30, 2027	September 1, 2027 – September 30, 2027
October 1, 2027 – October 31, 2027	October 1, 2027 – October 31, 2027
November 1, 2027 – November 30, 2027	November 1, 2027 – November 30, 2027
December 1, 2027 – December 31, 2027	December 1, 2027 – December 31, 2027

Employee premium contributions shown above are deducted from paychecks monthly. Depending on your payroll schedule, premiums are deducted over either 12 payrolls or 11 payrolls, as indicated in the applicable calendar above.

For employees on a 11 payroll schedule, January to June include an additional premium amount to fund benefits coverage during July, when no paycheck contributions are taken from the DNP paycheck; 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 SFHSS 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.