
PLAINVIEW-OLD BETHPAGE CENTRAL SCHOOL DISTRICT

106 Washington Avenue, Plainview, New York 11803



Excellence

Office of Business and Finance

Phone: (516) 434-3050

Fax: (516) 937-9142

E-mail: rruf@pobschools.org

Ryan J. Ruf
Assistant Superintendent for Business

Date: September 25, 2013

To: All Staff

From: Ryan Ruf, Assistant Superintendent for Business

Re: Affordable Care Act – Required Exchange/Marketplace Notification to Employees

On March 23, 2010, the Patient Protection and Affordable Care Act (ACA), more commonly referred to as the Affordable Care Act, was enacted into law. A requirement of this legislation is that employers nationwide must provide notification to their employees, no later than October 1, 2013, of the availability of the Affordable Insurance Exchange (the Exchange) now being called the Marketplace.

The notification below is the required Notice of the Marketplace being provided to you in compliance with the Affordable Care Act. Please take time to review this important document.

If you have any questions regarding this notice or your insurance options at Plainview-Old Bethpage CSD, please feel free to contact Celeste Russotto in the benefit's office at 516-434-3062 or email at: crussotto@pobschools.org.

Exchange/Marketplace Notification to Employees

General Information

When key parts of the health care law take effect in 2014, there will be a new way to buy health insurance: the Health Insurance Marketplace. To assist you as you evaluate options for you and your family, this notice provides some basic information about the new Marketplace and employment based health coverage offered by your employer.

What is the Health Insurance Marketplace?

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers "one-stop shopping" to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly premium right away. Open enrollment for health insurance coverage through the Marketplace begins in October 2013 for coverage starting as early as January 1, 2014.

Can I Save Money on my Health Insurance Premiums in the Marketplace?

You may qualify to save money and lower your monthly premium, but only if your employer does not offer coverage, or offers coverage that doesn't meet certain standards. The savings on your premium that you're eligible for depends on your household income.

Does Employer Health Coverage Affect Eligibility for Premium Savings through the Marketplace?

Yes. If you have an offer of health coverage from your employer that meets certain standards, you will not

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be eligible for a tax credit through the Marketplace and may wish to enroll in your employer's health plan. However, you may be eligible for a tax credit that lowers your monthly premium or a reduction in certain cost-sharing if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from your employer that would cover you (and not any other members of your family) is more than 9.5% of your household income for the year, or if the coverage your employer provides does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit.¹

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you may lose the employer contribution (if any) to the employer-offered coverage. Also, this employer contribution -as well as your employee contribution to employer-offered coverage- is often excluded from income for Federal and State income tax purposes. Your payments for coverage through the Marketplace are made on an after-tax basis.

How Can I Get More Information?

For more information about your coverage offered by your employer, please check your summary plan description or contact:

Celeste Russotto
516-434-3062
crussotto@pobschools.org

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit HealthCare.gov for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

Important Information about your employer

If you decide to complete an application for coverage in the Marketplace, you will be asked to provide information about any health coverage offered by your employer. The following information will be needed:

Employer Name:	Plainview-Old Bethpage CSD
Employer Address:	106 Washington Avenue Plainview, NY 11803
Health Benefits Administrator:	Celeste Russotto
Phone number:	(516) 434-3062
Email Address:	crussotto@pobschools.org

For specific individual information about the health coverage offered to you by the Plainview-Old Bethpage CSD, including your eligibility for individual coverage, your eligibility for dependent coverage, whether the coverage offered, if any, meets the minimum value standard, and whether the coverage offered is intended to be affordable for you, based on your wages, please contact the individual listed above.

¹ An employer-sponsored health plan meets the "minimum value standard" if the plan's share of the total allowed benefit costs covered by the plan is no less than 60 percent of such costs.