

Notice of HIPAA Exemption

Under a Federal law known as the Health Insurance Portability and Accountability Act of 1996, Public Law 104-191, as amended (HIPAA), group health plans must generally comply with the requirements listed below. However, the law also permits State and local governmental employers that sponsor health plans to elect to exempt a plan from these requirements for any part of the plan that is “self-funded” by the employer, rather than insured through a health insurance policy.

The benefits subject to this election are:

- Medical Reimbursement Plan
- Employee Assistance Program

The Plano ISD has elected to exempt the above benefits from the following requirements.

- Standards relating to benefits for mothers and newborns

The exemption from these Federal requirements will be in effect for the plan year beginning September 1, 2024, and ending August 31, 2025. The election may be renewed for subsequent years.

Even though the Plan is exempt from the above requirements, the Plan has been voluntarily amended to provide protections similar to some, but not all, of these requirements.

If you have questions or need assistance, please contact the Benefits Department at (469)752-8138 or e-mail benefits@pisd.edu.