



Health Insurance Marketplace Coverage Options and Your Health Coverage

PART A: General Information

Key parts of the Affordable Care Act created a new way to buy health insurance: the Health Insurance Marketplace. To assist as you evaluate options for you and your family, this notice provides some basic information about the Marketplace as well as 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.

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 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 approximately 9.6% 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 the Plano ISD Benefits and Risk Management Department at (469)752-8138 or email benefits@pisd.edu.

The Marketplace can help you evaluate 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.

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.

PART B: Information About Health Coverage Offered by Your Employer

This section contains information about health coverage offered by your employer. If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information. This information is numbered to correspond to the Marketplace application.

3. Employer name Plano Independent School District	4. Employer Identification Number (EIN) 75-6002252	
5. Employer address 2700 West 15 th Street	6. Employer phone number (469)752-8138	
7. City Plano	8. State TX	9. Zip Code 75075
10. Who can we contact about employee health coverage at this job? Nikki James, Coordinator for Employee Benefits		
11. Phone number (if different from above)	12. Email address Benefits@pisd.edu	

Here is some basic information about health coverage offered by this employer:

- As your employer, we offer a health plan to most employees. Eligible employees are:
 - Employees and substitutes who are regularly scheduled to work 10 or more hours per week. Permanent full-time employees regularly scheduled to work 20 or more hours per week may also qualify for the employer contribution.
- With respect to dependents, we do offer coverage. Eligible dependents are:
 - A spouse (including a common law spouse)
 - A child under age 26 who is either a natural child, adopted child or a child who is lawfully placed for legal adoption, a stepchild, a foster child, a child under the legal guardianship of the employee
 - A grandchild under age 26 whose primary residence is the employee's household and who is a dependent of the employee for federal income tax purposes for the reporting year in which coverage of the grandchild is in effect
 - Any other child (other than those listed above) under the age of 26 (unmarried) in a regular parent-child relationship with the employee, meeting all four of the following requirements: 1) the child's primary residence is the household of the employee; 2) the employee provides at least 50% of the child's support; 3) neither of the child's natural parents resides in that household; and 4) the employee has the legal right to make decisions regarding the child's medical care
 - An unmarried child, age 26 or over, may be eligible for dependent coverage, provided that the child is either mentally or physically incapacitated to such an extent to be dependent on the employee on a regular basis as determined by TRS, and meets other requirements as determined by TRS.

☒ If checked, this coverage meets the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on employee wages.

****** Even if your employer intends your coverage to be affordable, you may still be eligible for a premium discount through the Marketplace. The Marketplace will use your household income, along with other factors, to determine whether you may be eligible for a premium discount. If, for example, your wages vary from week to week (perhaps you are an hourly employee or you work on a commission basis), if you are newly employed mid-year, or if you have other income losses, you may still qualify for a premium discount.

If you decide to shop for coverage in the Marketplace, [HealthCare.gov](https://www.healthcare.gov) will guide you through the process. Here's the employer information you'll enter when you visit [HealthCare.gov](https://www.healthcare.gov) to find out if you can get a tax credit to lower your monthly premiums.

14. Does the employer offer a health plan that meets the minimum value standard*?

☒ Yes

15. For the lowest-cost plan that meets the minimum value standard* offered **only to the employee** (don't include family plans):

a. How much would the employee have to pay in premiums for this plan?

☒ If eligible for the employer contribution \$120.00

☒ If not eligible for the employer contribution \$450.00

b. How often?

☒ Monthly

* 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. (Section 36B(c)(2)(C)(ii) of the Internal Revenue Code of 1986)