

ATTACHMENT NO. X-D: Initial Insurance Measurement Period

Potential motion: Accept the insurance periods as presented.

Recommended action: Approve the motion

Due to the Patient Protection and Affordable Care Act, we have to clearly define our measurement period for calculating insurance eligibility. These are the periods as recommended by Mike Parrot from Gallagher. Effectively, we can measure by quarter, biannually or annually. Due to the school year calendar, annual measurement makes the most sense. This doesn't allow us to calculate based on 52 weeks however for employees on an academic year calendar. Their eligibility will still be calculated on a 36 week calendar, etc. Initial measurement period identifies eligibility. The administrative period is the "open enrollment" period and then the stability period is the period during which they will need to be offered insurance.

Motion to approve the initial measurement cycle (as defined under the provisions of the Patient Protection and Affordable Care Act) established by the North Boone Board of Education, as follows:

Initial Measurement Period – December 1, 2013 through November 30, 2014
Administrative Period – December 1, 2014 through December 31, 2014
Stability Period – January 1, 2015 through December 31, 2015

Subsequent Measurement Periods

Measurement Period – July 1 through June 30
Administrative Period – June 1 through June 30
Stability Period – July 1 through June 30

The Measurement Period established by the North Boone Board of Education as described above will be revised subject to further regulatory guidance released in support of compliance with the Patient Protection and Affordable Care Act.