

## Personnel

**SUBJECT: PROVISION OF HEALTH INSURANCE PURSUANT TO THE PATIENT PROTECTION AND AFFORDABLE CARE ACT**

WHEREAS, the Gouverneur Central School District provides health insurance to its eligible employees through the St. Lawrence-Lewis School District Employees Medical Plan which is a self-insured municipal cooperative health benefit plan operating pursuant to Article 5-G of the New York State General Municipal Law and operating under Article 47 of the NYS Insurance Law; and

WHEREAS, the Patient Protection and Affordable Care Act (ACA) was signed into law on March 23, 2010; and

WHEREAS, Gouverneur Central School District is considered an Applicable Large Employer (ALE) as defined by the ACA subject to compliance with the added Section 4980H Shared Responsibility for Employers Regarding Health Care Coverage to Title 26 of the United States Code, the Internal Revenue Code (Section 4980H), and to offer coverage under the aforementioned health insurance plan to eligible full-time employees as defined by the ACA; and

WHEREAS, the Department of Treasury issued proposed regulations which allows an ALE to adopt the Look Back Measurement Method Safe Harbor to determine the status of an employee as full-time in accordance with the requirements of the ACA and Section 4980H; and

WHEREAS, Gouverneur Central School District intends to enact processes necessary to make a good faith effort to comply with the requirements of the ACA Shared Responsibility for Employers; now therefore be it

RESOLVED, the Gouverneur Central School District establishes the Standard Measurement, Standard Administrative, and Standard Stability Periods for current ongoing variable hour and/or seasonal employees as required by the ACA Shared Responsibility for Employers (Section 4980H) as follows:

Standard Measurement Period: July 1<sup>st</sup> to June 30<sup>th</sup>

Standard Administrative Period: July 1<sup>st</sup> to September 30<sup>th</sup>

Standard Stability Period: October 1<sup>st</sup> to September 30<sup>th</sup>

(Continued)



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RESOLVED, further, the Gouverneur Central School District establishes the Initial Measurement, Administrative, and Stability Periods for newly hired variable hour and/or seasonal employees as required by the ACA Shared Responsibility for Employers as follows:

Initial Measurement Period:	Initial 12 months of employment commencing on the date of hire.
Initial Administrative Period:	A period of 90 days beginning immediately after the Initial Measurement Period.
Initial Stability Period:	A period of 12 months beginning immediately after the Initial Administrative period.

RESOLVED, further, that Gouverneur Central School District Superintendent or Business Official is hereby directed to develop the procedures and/or policies and to take such action as necessary to comply with the ACA Shared Responsibility for Employers as summarized above in accordance with School District Policy, Federal Laws and Regulations, State Laws and Regulations, and the applicable provisions pertinent to collective bargaining agreements.

Adopted: 8/3/15