

The Whitefish Bay School District



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September 10, 2013

RE: New Health Insurance Marketplace Coverage Options

Dear Employee,

In 2014, the health care reform law creates a new type of online marketplace for purchasing health insurance coverage. This marketplace is referred to as a Health Insurance Marketplace, or an Exchange. You are not required to purchase insurance coverage through the Marketplace. School District of Whitefish Bay is continuing to offer health coverage as explained below.

School District of Whitefish Bay is providing the enclosed notice to help you understand your health insurance coverage options that will be available to you starting in 2014. Beginning in October 2013, you will be able to find and compare health insurance plans through the Marketplace and your coverage may start as early as January 1, 2014.

If you purchase coverage through a Marketplace, you may be eligible for a federal subsidy that lowers your monthly premiums or reduces your cost sharing. However, to receive these federal savings, you cannot be eligible for health plan coverage through an employer who provides a medical plan that is affordable and meets the "minimum value standard." This determination is made beginning for January 1, 2014.

The availability of coverage through the Marketplace does not affect your eligibility for coverage through School District of Whitefish Bay's health plan. The enclosed notice provides information about School District of Whitefish Bay's health plan as it exists today. Please contact Shawn M. Yde, at Benefits@wfbschools.com for additional information on the plan's coverage.

More information on the health care reform law and the Marketplaces is available at www.healthcare.gov.

Sincerely,

Shawn M. Yde

Director of Business Services

School District of Whitefish Bay



New Health Insurance Marketplace Coverage

Options and Your Health Coverage

Form
Approved
OMB No. 1210-

PART A: 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 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: Shawn M. Yde, at Benefits@wfbschools.com

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.

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 any 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 School District of Whitefish Bay		4. Employer Identification Number (EIN) 39-6005204	
5. Employer Address: 1200 E. Fairmount Ave.		6. Employer phone number 414-963-3960	
7. City: Whitefish Bay		8. State WI	9. ZIP code 53217
10. Who can we contact about employee health coverage at this job? Shawn M. Yde			
11. Phone number (if different from above)		12. Email address Benefits@wfbschools.com	

Here is some basic information about health coverage offered by this employer (see Summary Plan Description for additional information):

- As your employer, we offer a health plan to:
 - All employees.
 - Some employees.
 - Employees working at least 20 hours per week.
 - Engaged in the active performance of your regular job duties.
- With respect to dependents:
 - We do offer coverage. Eligible dependents are:
 1. A legal spouse in the state of residence.
 2. An unmarried biological child, legally adopted, stepchild or legal ward who is under the age 19.
 3. An unmarried biological child, legally adopted, stepchild or legal ward who is between the ages of 19 and 27, and
 - Whose employer does not offer a health plan
 - Who is not eligible for their employer's health plan
 - Who is eligible for their employer's health plan, but the amount they must pay for coverage is more than the additional amount you would pay to enroll them under this policy.
 4. An unmarried biological child, legally adopted, stepchild or legal ward of any age who is a full-time student.
 - We do not offer coverage.
 - 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.