

BYLAWS AND POLICIES

Policy 1619/3419/4419 - Group Health Plans (New/Replacement)

Language from Policy 3420/4420 has been added to Policy 1619/3419/4419. Options selected should be consistent with the District's collective bargaining agreements, employment contracts, current practice, and compliant with provisions and prohibitions of the Affordable Care Act (ACA).

With the deletion of Policy 3420/4420 this revision should be adopted to provide policy authorization for the district's group health plans for employees.

Policy 1619.01/3419.01/4419.01 - Privacy Protections of Self-Funded Group Health Plans (Revised)

Policy 1619.02/3419.02/4419.02 - Privacy Protections of Fully Insured Group Health Plans (Revised)

Revisions to these policies reflect the most recent revisions to the Health Insurance Portability and Accountability Act (HIPAA) Privacy Rule and should be adopted to maintain accurate policies. Districts should carefully consider the nature of funding for group health plans, as both self-funded and fully insured benefit plans may be offered, in which all of these policies should be considered.

Policy 1619.03/3419.03/4419.03 - Patient Protection and Affordable Care Act (New)

In January 2013, NEOLA issued a legal alert discussing issues that districts should consider in order to be prepared for the implementation of the Affordable Care Act (ACA). Many of the provisions of the ACA are now in effect and school districts, as employers, are impacted by these requirements.

This new policy should be considered for adoption in order to authorize compliance and reporting measures as required by the ACA.