

Notice to Employees Requirements of the Affordable Care Act

As of January 1, 2014, the Affordable Care Act (ACA) requires you to have health insurance for yourself and your dependents. Some people are exempt from this requirement. To learn how to apply for an exemption see *Questions and Answers on the Individual Shared Responsibility Provision*, www.irs.gov/uac/Questions-and-Answers-on-the-Individual-Shared-Responsibility-Provision. If you do not have health insurance and you are not exempt, you may be subject to a penalty (see www.healthcare.gov/what-if-someone-doesnt-have-health-coverage-in-2014). The penalty takes effect on the first day of the 2014 plan year (September 1, 2014) for Lampasas Independent School District employees. The individual shared responsibility provision (individual mandate) goes into effect January 1, 2014.

Enrollment in TRS-ActiveCare satisfies the requirement to have health insurance. The TRS-ActiveCare Enrollment Guide explains who is eligible to enroll in ActiveCare.

Enrollment in another plan, such as through a spouse, parent, or association, also satisfies the requirement to have health insurance if the plan provides minimum essential coverage.

As an alternative to ActiveCare or another health insurance program, you may enroll in insurance through the Health Insurance Marketplace. In Texas, the Marketplace is a federal government program that will offer “one-stop shopping” to find and compare private health insurance options. Most individuals are eligible to enroll in insurance through the Marketplace. The Marketplace usually has open enrollment beginning in November. For information on the Marketplace, see www.healthcare.gov.

You may be eligible for a premium tax credit or other assistance toward insurance obtained through the Marketplace, depending on your household income. More information on the premium tax credit and other cost sharing provisions is available at www.healthcare.gov. Please note that the district will not contribute to premium costs if you enroll in insurance through the Marketplace. Also, you will lose the benefit of paying the premium with pre-tax income if you purchase insurance through the Marketplace.

You must decide whether to enroll in ActiveCare during open enrollment in August (insurance effective September 1st), if you are eligible. If you decided not to enroll in ActiveCare in August 2026, you will not be able to enroll again until the 2027-28 plan year unless you experience a special enrollment event. On the other hand, if you decided to enroll in ActiveCare in August 2026, the district’s section 125 plan (cafeteria plan) does not permit you to drop insurance before the end of the plan year unless you have a qualifying event.

Additional information. If you have questions or concerns about the health insurance offered through the district, please visit the district website at www.lisdtx.org. The Health Insurance information is under Departments > Finance > Payroll. Please contact the **Payroll Department at 512-556-6224 or e-mail: payroll@lisdtx.org**

Questions about the Marketplace and how the Affordable Care Act impacts you as an individual should be addressed to www.healthcare.gov or your personal attorney.

Basic Information About Health Care Offered By The District

If you decide to shop for coverage in the Marketplace, below is the employer information you will enter at HealthCare.gov to find out if you are eligible for a premium tax credit.

This information is numbered to correspond to the Marketplace application.

3. Employer name Lampasas Independent School District		4. Employer Identification Number (EIN) See W-2 or Contact Payroll Dept	
5. Employer Address 207 West 8 th Street		6. Employer phone number 512-556-6224	
7. City Lampasas	8. State Texas		9. Zip code 76550
10. Who can we contact about employee health coverage at this job? Payroll Department			
11. Phone number (if different from above) 512-556-6224		12. Email address payroll@lisdtx.org	

The district offers health coverage through TRS-ActiveCare to all eligible employees and their eligible dependents. Eligibility is described in the ActiveCare Enrollment Guide. The coverage offered by ActiveCare meets the minimum value standard and the cost of this coverage to all regular employees is intended to be affordable. *The ActiveCare rates for substitutes does not include a district contribution and may not be affordable.*