AFFORDABLE CARE ACT (ACA): MEASUREMENT PERIOD

The District has implemented look-back measurement periods as defined in the Affordable Care Act ("ACA") and subsequent regulations, to measure the hours worked by all employees of the District. Employees classified as variable hour employees shall not be eligible for benefit coverage under the District's medical plan until the completion of an initial measurement period which shall start on the first day of the month following the individual's date of hire or the date of hire if the individual is hired to work as of the first day of the month. The initial and standard measurement period shall be a 12 month period, as designated by the District. If an employee works the requisite number of hours during an initial or a standard measurement period, to be considered a full-time employee as defined by the ACA, the employee shall be deemed to be a full-time employee for the subsequent 12 month stability period.

Measurement period: September 15 – August 31

SUBMITTED BY: _____

CABINET APPROVAL: _____

Used at February 17, 2016 R-Board Meeting