



Lance N. Nauman  
DIRECTOR OF RISK MANAGEMENT

**Notice Regarding Affordable Care Act (ACA) Eligibility for Benefits**

Dear Terminating Employee:

Please be aware that during your employment with Katy ISD you may have met the requirements of the Affordable Care Act (ACA) definition of "full-time". When that determination was made, you become eligible for benefits for a period of 12 months regardless of your position. This is known as the ACA stability period.

If you are re-hired by Katy ISD within 31 days of the date your benefits terminated, AND you are still within your ACA stability period (defined above), your benefits will be automatically reinstated with no lapse in coverage and you will be responsible for paying the premiums, **regardless of your position.**

If you are re-hired by Katy ISD after 31 days, you will have the opportunity to enroll in benefits for the remaining ACA stability period, regardless of your position. If you are rehired into a benefits eligible position under TRS rules (i.e. eligible to participate in TRS), your eligibility for benefits may be extended.

After reading this letter, please sign below.

I understand the above information regarding my eligibility for benefits under ACA rules.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Katy Employee ID

Regards,

Jo Ann Tilton  
Insurance Coordinator  
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