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Advocacy Groups Issue Toolkit for Schools Navigating Health Care Reform

Reston, VA – July 5, 2017 – The Association of School Business Officials International (ASBO) and AASA, The School Superintendents Association, in partnership with American Fidelity, unveiled a new resource to help school system leaders understand the Affordable Care Act's (ACA) Employer Mandate provision and other regulations of which district officials must be aware.

The toolkit, [*School Districts and the Future of the Affordable Care Act*](#), was released today as public debate surrounding potential changes in the nation's healthcare laws continues to escalate. While changes may be on the horizon, the ACA remains the law. "Although the future of the ACA remains unclear, school business managers and other district leaders are in desperate need of guidance to comply with the law as it currently stands," said ASBO International Executive Director John Musso. "This resource helps K-12 employers do just that by navigating what are often considered confusing and burdensome regulations."

The toolkit includes summaries of ACA rules, applicable calculation formulas and information on possible strategies for employers to consider when assessing the impact of the Employer Mandate on their organizations, contributions and eligibility. Components of the toolkit focus on:

- The Basics of the Affordable Care Act
- High-Cost Plan Excise Tax
- The Employer Mandate
- Full-Time Employees
- 4980H(a) and 4980H(b) Penalties
- Employer Reporting
- Logistical Matters

Large employers, defined as those who have 50 or more full-time employees, including full-time equivalents (FTEs), are required under the ACA to report information about those employees, the insurance coverage offered and the coverage enrolled in during the tax year. For most employers, tracking hours worked, benefits offered and received, and other ACA information consumes significant time and resources for all employers. School districts face distinct challenges: working with limited staff and resources, operating on a balanced budget and ensuring administrative costs don't affect the quality of the educational services they provide.

“Employers find themselves with a host of questions about the intricacies of the ACA and the rules to develop an employer mandate strategy,” said AASA Executive Director Daniel A. Domenech. “Superintendents and school business officials work exceptionally hard in their efforts to educate the 50 million students in our public schools. We believe our new toolkit will ease their burden when strategically allocating resources when it comes to the most critical areas of the law.”

To access the *School Districts and the Future of the Affordable Care Act* toolkit, [click here](#).

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About American Fidelity

American Fidelity Assurance Company is a supplemental benefits provider with a focus on offering a different opinion for Customers in education, municipality, auto retail and healthcare. It serves more than 1 million Customers across 49 states. American Fidelity has earned an "A+" (Superior) from the A.M. Best Company since 1982. American Fidelity has been recognized as one of the "100 Best Companies to Work for in America" by global research and consulting firm Great Place to Work® and Fortune Magazine 11 times. More information: www.americanfidelity.com.

About ASBO International

Founded in 1910, the Association of School Business Officials International (ASBO) is a nonprofit organization that, through its members and affiliates, represents approximately 30,000 school business professionals worldwide. ASBO International is committed to providing programs, services, and a global network that promote the highest standards in school business. Its members support student achievement through effective resource management in various areas ranging from finance and operations to food services and transportation. Learn more at asbointl.org.

About AASA

AASA, The School Superintendents Association, founded in 1865, is the professional organization for more than 13,000 educational leaders in the United States and throughout the world. AASA's mission is to support and develop effective school system leaders who are dedicated to the highest quality public education for all children. For more information, visit www.aasa.org.