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Common Questions on Flexible Benefit Allowance

Q. *What are the Flexible Benefit Allowance (FBA) amounts?*

A. FY2013 (July 2012 through June 2013)

		(July through December)	(January through June)
Certified:	FBA (Taking Health Insurance)	$ 449.48	$ 463.99
	In Lieu of FBA (Taxable Compensation)	$ 69.71	$ 69.71
Support:	FBA (Taking Health Insurance)	$ 449.48	$ 463.99
	In Lieu of FBA (Taxable Compensation)	$ 189.69	$ 189.69

Q. *Do the amounts change or are they constant?*

A. The *FBA* for personnel who take health insurance changes when the insurance premium changes at the start of a new plan year. The HealthChoice high option will be $449.48 through December 2012, increasing in January 2013 to $463.99 for the remaining 2013 plan year. The *In Lieu of FBA* is constant until the Legislature changes what is in law.

Q. *How many hours are required to be eligible for FBA/In Lieu of FBA?*

A. Certified: A head count is taken of all certified personnel as identified on the "Oklahoma Annual Certified Personnel Report" (excluding Superintendents). See below.*

Support: Only support personnel employed a minimum of six (6) or more hours per day who hold a "position" that is defined as a minimum of 172 days or a minimum of six (6) or more hours per day for a minimum of one thousand thirty-two (1,032) hours per year are eligible. See below.*

**Note: Employees Group Insurance Division (EGID), a Division of the Office of Management and Enterprise Services (OMES) formally OSEEGIB requires four (4) hours a day or 20 hours a week to be eligible to participate in a district's group health insurance plan.*

Q. *How many times a year do we report the FBA count to the State Department of Education (SDE)?*

A. The district will report an October 1 count and a January 1 count. The Regional Accreditation Officers (RAO) will then audit each district's personnel/payroll information twice a year and forward the audited counts to the SDE.

Q. *If current year data is not collected until October of each year, how do you figure our initial allocation?*

A. Your initial allocation is calculated using the audited January 1 count from the previous fiscal year. In November, we will adjust the allocation to current year data with the second part of the allocation calculated at the "new" HealthChoice premium. After we receive the January count, we adjust your allocation again to show the October personnel that have made a change: taxable compensation or health insurance.

Q. *Do we still have to pay 100% of a teacher's insurance premium if the district is not receiving FBA from the state?*

A. Yes, according to Section 788, School Laws of Oklahoma, a district shall pay 100% of the cost of HealthChoice (HI) option for certified staff. This is an obligation of the district and is not dependent upon funding from the SDE (AG Op. No. 03-15).

Q. *Will the district have to pay for insurance on support personnel who do not work six (6) hours a day?*

A. Employees Group Insurance Division (EGID) requires four (4) hours a day or 20 hours a week to be eligible for a district's group insurance plan. If a support employee meets those required hours, yet does not meet the required hours for the FBA, a district is still obligated to cover 50% of the health insurance premium. (Section 788.1, School Laws of Oklahoma)

Q. *Are retired employees still eligible for the FBA benefit?*

A. Yes, they are eligible for the benefit. If they meet EGID's required hours,* they are eligible to take insurance through the district's group insurance plan and receive the larger FBA benefit ($449.48/$463.99). If they continue to pay for their insurance through Teacher Retirement, they are still eligible for the *In Lieu of FBA* benefit ($69.71) or $189.69 if the employee is employed in a full-time support position.