



Herscher Community Unit School District #2

2024-2025 School Year

A **Health Savings Account (HSA)** is a bank account that is set up by you. It can be set up at the financial institution of your choice *as long as* the account type is a Health Savings Account. (State Bank of Herscher has no fees associated with this account type.) Optional contributions are made through payroll deductions and also through employer contributions twice annually. It covers eligible medical expenses and works in conjunction with your PPO health plan. It is advised to keep your receipts for future reference.

PPO HSA Details - Funded by employee and employer contributions.

Employer Plan Design

Plan 1: HDHP PPO with HSA - *with* the completion of a Biometric Screening

As the participant, once you have set up your health savings account, please forward the account information to Payroll. HCUSD#2 will contribute the following amounts:

- **Employee:** \$650
- **Employee Plus One:** \$650 max per member (\$1,300 max total)
- **Family:** \$650 max per member (\$1,300 max total)

After year one, the District will contribute a total of \$650.00 annually (*if Biometric Screening is completed*), even if the employee selects the Employee Plus One or Family option for health insurance.

- Contributions are made annually in two equal payments of \$325.00, once in January and again in July.

Example: A teacher chooses to take Family insurance and completes the Biometric Screening in year 1. The teacher will receive a \$1,300 HSA contribution that year. In the following years, the teacher can only receive a maximum of \$650.00 contribution from the District; as long as the Biometric Screening is completed each year.

**For new employees with a start date of 7/1 OR employees who changed insurance plans during Open Enrollment, the 1st deposit will be in January, pending participation in the Biometric Screening. For returning employees employed with the district prior to 7/1, first deposit will be in July. If, after receiving the first deposit, the employee does not participate in the Biometric Screening, the second deposit will be for \$75.00 per member (\$150 max).*

Plan 2: HDHP PPO with HSA - *without* the completion of a Biometric Screening

As the participant, once you have set up your health savings account, forward the account information to Payroll. HCUSD#2 will contribute the following amounts:

- **Employee:** \$400
- **Employee Plus One:** \$400 max per member (\$800 max total)
- **Family:** \$400 max per member (\$800 max total)

After year one, the District will contribute a total of \$400.00 annually (*if Biometric Screening is not completed*), even if the employee selects the Employee Plus One or Family option for health insurance.

- Contributions are made annually in two equal payments of \$200.00, once in January and again in July.

It is the employee's responsibility to set up their own Health Savings Account. If an account number is not given to the Payroll department within 30 days of their first HSA deposit, the funds will not be deposited.