

Gretna Public Schools

HSA Frequently Asked Questions

- How much am I allowed to contribute to my HSA?
 - The IRS limits for health savings account (HSA) for 2023 are \$3,850/individual and \$7,750/family pretax dollars annually. This amount includes the amount the school contributes and staff contribution (optional). The catch-up contribution limit for those over age 55 is \$1,000.
 - The IRS limits for health savings account (HSA) for 2023 are \$4,150/individual and \$8,300/family pretax dollars annually.
- When can staff contribute to the HSA?
 - Monthly – total contribution amount divided amongst 12 payrolls, or 10 payrolls for the 10 month employees.
- How do I pay for expenses?
 - Employees will be mailed a debit card to pay expenses.
 - This is a debit card and NOT a credit card. You may only spend the amount of money in your HSA account.
- Where is my HSA money?
 - HealthEquity will be the administrator of your HSA account.
 - After creating a login, account balances and account transactions may be viewed from their website.
- Who is covered under my HSA plan?
 - All family members would be covered under your HSA plan.
- What if I change my mind?
 - Changes between a PPO plan and an HSA plan can **ONLY** be made during open enrollment, at the beginning of each school year.
- What if I have a Flexible Spending Account (FSA)?
 - Employees are **NOT** allowed to switch to an HSA if they are currently contributing to an FSA account.
 - FSA accounts are different from Dependent Care accounts and Limited Flexible Spending Accounts (LFSA). You are able to have an HSA as well as a Dependent Care and LFSA.
 - Limited FSA accounts are only used for vision and dental expenses, while Dependent Care accounts may only be used for child care expenses.

Disclaimer: Insurance premiums, deductibles, and out of pocket expense requirements change each year on September 1. This change will affect the HSA contributions the school will make and your optional staff contribution. The amount changes will be communicated during the Open Enrollment period each summer.

High Deductible Plans – District HSA Contributions

- How much is Gretna Public Schools contributing to the HSA account if I am on the \$2,500 or \$3,800 High Deductible Plan?
 - The amount GPS will contribute will depend on your current insurance premium. GPS will contribute the following during the plan year (9/1/2023 – 8/31/2024):
 - Employee Only Insurance - \$1,274.16 total contribution per year
 - Employee Only w/Children- \$2,356.44 total contribution per year
 - Employee Only w/ Spouse - \$2,674.80 total contribution per year
 - Family Insurance - \$3,591.72 total contribution per year

- When/how much will Gretna Public Schools contribute to the HSA on the \$2,500 or \$3,800 High Deductible plan?
 - Monthly payment will be:
 - Employee Only- \$106.18
 - Employee w/Children- \$196.37
 - Employee w/Spouse- \$222.90
 - Family Insurance- \$299.31