



Herscher Community Unit School District #2

2023-2024 – 2023 School Year

A **Health Savings Account (HSA)** is a savings account set up at Herscher State Bank (*initiated by yourself*), 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.

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, then HCUSD#2 will contribute the following amounts:

- **Employee:** \$650
- **Employee Plus One:** \$650 max per member (\$1300 max total)
- **Family:** \$650 max per member (\$1300 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.

- These contributions are deposited 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 are changing insurance plans during open enrollment 1st deposit will be in January pending biometric screening. For employees employed prior to 7/1, the 1st deposit will be in July. If the biometric screen is not completed; the second deposit in January will be for \$75 per member (\$150 max total).

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 with the State Bank of Herscher, 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.

- These contributions are deposited 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.