

Healthcare Flexible Spending Account (FSA) and Health Savings Account (HSA)

Healthcare FSA offered by NBS*		HSA offered by EECU*
Compatibility and Eligibility	<p>Compatible with all medical plans. Enrollment in a medical plan is not required.</p> <p>You cannot have a pre-taxed Healthcare FSA account through any source and simultaneously have an HSA with Denton ISD.^</p>	<p>Compatible only with a high deductible medical plan, such as TRS-ActiveCare HD or TSHBP HD.</p> <p>You cannot have a pre-taxed HSA account through any source and simultaneously have a Healthcare FSA with Denton ISD.^</p>
Access to Funds	Your total annual contribution amount is preloaded and available upfront based on your benefits effective date.	Funds are available based on contribution level. Funds are not preloaded, and you can only access what is available in your account.
Balance Rollover and Portability	<p>Balance is available through the end of the plan year, plus 75 days, then forfeited. An FSA is not portable, and unused funds are forfeited if you terminate employment with the District.</p> <p>No interest earned on the account balance.^</p>	<p>Unused balances roll over to the next plan year and continue to accumulate. An HSA is portable, meaning you can take it with you if you terminate employment with the District.</p> <p>Interest earned on the account balance is tax-free.^</p>
Contribution Limits	Annual contribution max for 2021 is \$2,750.	Annual contributions max for 2021: Single \$3,600/\$7,200 family, age 55+ has an additional \$1,000 catch up contribution.
Medicare Compatibility	Can be enrolled Medicare.^	Cannot be enrolled in Medicare.^

*This document is not a complete overview of the Healthcare FSA and HSA. Review plan information available in the Employee Benefits Portal at the links provided below. If any discrepancies exist between this document and the official documents, the official document will prevail.

www.mybenefitshub.com/dentonisd/2021-2022/Benefit/EECU/HealthSavingsAccount

www.mybenefitshub.com/dentonisd/2021-2022/Benefit/NBS/HealthCareFSA

^ Consult with your tax or financial advisor regarding IRS guidelines.