

Herscher Community Unit School District No. 2

HDHP/HSA-PPO Handout 2026-2027

A **Health Savings Account (HSA)** is a bank account that is set up by you. It can be set up at the bank of your choice but the account type **MUST** be a Health Savings Account. (State Bank of Herscher/Foresight Financial has no fees associated with this account type.) Contributions can be made via payroll deduction. The district makes employer contributions twice per year. It covers eligible medical expenses and works in conjunction with your PPO health plan. Funds must be used for HSA/FSA allowed items and it is advised to keep your receipts for all purchases for future reference.

HDHP/HSA-PPO Details

Funded by employee contributions.

Funded by employer contributions (twice per year).

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

As the participant, once you have set up your health savings account, complete an account information sheet and send along with account verification to Payroll. The district will contribute the following amounts:

- Employee Only: \$650
- Employee +1: \$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 annually** (*if Biometric Screening is completed*), even if the employee selects Employee +1 or Family option for insurance coverage.

- Contributions are made annually (*January and July*) in equal payments of \$325.

Example: An employee chooses to take Family coverage and completes the Biometric Screening in year 1. The employee will receive \$1300 in HSA employer contributions that year (pending receipt of account information). In the following years, the employee can only receive a maximum of \$650 from the district; as long as the Biometric Screening is completed each year.

**For new employees with a start date of 7/1 or later OR employees who change insurance plans during Open Enrollment, the 1st district contribution 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 done in July. If, after receiving the first deposit, the employee does not participate in the Biometric Screening, the second deposit will be for \$75 per member (\$150 max).*

Plan 2. HDHP/HSA-PPO *without* the completion of a Biometric Screening

As the participant, once you have set up your health savings account, complete an account information sheet and send along with account verification to Payroll. The district will contribute the following amounts:

- Employee Only: \$400
- Employee +1: \$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 annually** (*if Biometric Screening is not completed*), even if the employee selects Employee +1 or Family option for insurance coverage.

- Contributions are made annually (*January and July*) in equal payments of \$200.

It is the employee's responsibility to set up their own Health Savings Account at the bank of their choice and to provide the account information (and verification) to the Payroll department. If an account number is not provided to the Payroll department within 30 days of their first scheduled HSA deposit, the funds will not be deposited.