

Spending Account Highlights

	HSA	Full Purpose FSA	HRA	Limited Purpose FSA	Dependent Care FSA
What expenses can be paid from the account?	Medical expenses for you or your dependents including prescription drugs, dental, and vision. ¹	Medical expenses for you or your dependents including prescription drugs, dental, and vision. ¹	Medical expenses for you or your dependents including prescription drugs, dental, and vision. ¹	Dental and vision expenses only. ¹	Day care expenses for children up to age 13, disabled dependent care, and elder care expenses. ¹
Who is eligible?	Employees enrolled in either the Consumer Driven Plan or SureFit Plan who are not covered by another non-qualifying health plan.	Employees not enrolled in an HSA.	Employees enrolled in either the Consumer Driven Plan or SureFit Plan at the Employee Only tier and not eligible for a HSA.	Employees enrolled in an HSA.	Employees who require day care expenses for eligible dependents.
Can the account be used with other accounts?	An HSA can be used with a Limited Purpose FSA. It cannot be used with an Full Purpose FSA.	Cannot be used with an HSA.	Designed to work with a Full Purpose FSA.	Designed to work with an HSA.	Yes
What are the tax benefits?	Contributions are tax-free, savings grow tax-free, and reimbursements for eligible health care expenses are tax-free.	Contributions and reimbursements are tax free.	Reimbursements are tax free.	Contributions and reimbursements are tax free.	Contributions and reimbursements are tax free.
Can unused amounts carry over?	Yes	\$500	\$500 Only if you are in a HRA the following plan year.	\$500	No
Are the funds yours to keep if you leave or retire?	Yes	No	No	No	No
Who services this account?	Central Bank	Tri Star	Tri Star	Tri Star	Tri Star
Are receipts required for reimbursement?	Receipts may be required by the IRS but are not required for payment from this account.	Yes	Yes	Yes	Yes
Does interest accrue?	Yes	No	No	No	No
What is the annual contribution limit?	Individual: \$3,500 ² Individual +1 or More: \$7,000	\$2,650	Employees cannot contribute to this account. It is only for employer contributions.	\$2,650	\$5,000
Are catch-up contributions allowed?	Employees 55 years and older can contribute an additional \$1,000 per year.	No	No	No	No

¹ Eligible expenses for savings and spending accounts are governed by the IRS. For information on what eligible expenses are eligible, refer to IRS Publication 502 (health care expenses) and IRS 503 (dependent care expenses) available at irs.gov.

² Blue Springs School Districts reduces the amount an employee can contribute to a HSA equal to the amount of the employer contribution to prevent over contribution should the participant be enrolled in a medical plan that receives an employer contribution.