

Comparing HSAs and FSAs

Health Savings Account		vs	Flex Spending Account	
Eligibility Requirements				
Must be enrolled in HDHP. Cannot be enrolled in additional non-HDHPs or Medicare.		Qualifications	None	
High Deductible Health Plan (HDHP)		Health Plan	Any	
Contributions				
2025 Individual Coverage: \$4,300 Family Coverage: \$8,550	2026 Individual Coverage: \$4,400 Family Coverage: \$8,750	Contribution Limit	\$3,200	
Individuals age 55 or older may make an additional \$1,000 in contributions each year.		Catch-Up Contributions	Not allowed	
Contribution amounts can be changed at any time.		Changing Contributions	Contribution amounts can only be adjusted during open enrollment or due to a qualifying life event.	
You can make additional contributions at any time, up to your yearly contribution limit.		Additional Contributions	Not allowed	
Contributions are tax-free.		Effect on Taxes	Contributions are tax-free.	
Yes		Do I earn dividends?	No	
You can make invest your HSA dollars to earn even more money on your tax-free contributions.		Investment Options	No investment options allowed.	
Account Flexibility				
Yes! Any unused funds in your HSA rolls over each year.		Does my money rollover?	FSAs have a “use it or lose it” policy. Any funds not used by the end of your plan year are forfeited.	
Your own your HSA. If you ever leave the district, your HSA funds & dividends accrued are yours to take with you.		Account Ownership	Your FSA is owned by the district. If you change employment you will forfeit your FSA & the funds contributed.	
Funds are available as contributions are made.		Availability of Funds	Your full election amount is available on the first day of the plan year.	
Unused HSA funds that you have saved, as well as dividends earned & invested, may be withdrawn after age 65.		Retirement	Your FSA is owned by the district. Once you retire, your FSA is closed.	
Using Your Funds				
HSA funds may be used for deductibles, medical co-payments, prescription drugs, vision & dental bills.		Qualified Expenses	FSA funds may be used for deductibles, medical co-payments, prescription drugs, vision & dental bills.	
Non-medical expenses before age 65 are subject to a 20% penalty & must be reported on your taxes.		Non Medical Expenses	No access to funds for non-medical reasons.	
HSA Debit Card		Paying Expenses	FSA Debit Card or Claim Form	