

# **FSA FAQs**

## **(FLEX – Frequently Asked Questions)**

- Q: I have a FLEX account. Can I still sign up for an HSA?**
- A: Yes. However, your FLEX account runs for the entire 2013 calendar year. You are unable to contribute to or withdraw benefits from an HSA account until the start of the 2014 calendar year. And then, only if your FLEX account balance is at \$0.**
- Q: What if my FLEX account balance isn't at \$0 by the end of December, 2013?**
- A: Because our district has a 2-1/2 month grace period for spending your FLEX dollars, the earliest you could contribute to or withdraw benefits from an HSA account would then be April, 2014.**
- Q: If I have a FLEX account, when would the district contribute money to my HSA?**
- A: If you have \$0 left in your FLEX account by December 31, 2013, the district will contribute their share on January 1, 2014. If you still have money left in your FLEX account by the end of 2013, the earliest the district could contribute to your HSA would be April 1, 2014.**
- Q: What if I have already spent all of my FLEX dollars for 2013 or I spend it all by June 30? Can the district contribute to my HSA on July 1, 2013?**
- A: No – both FLEX and HSA's are regulated by the federal government. The FLEX dollars you claimed this year were for the entire 2013 calendar year. Therefore, neither you nor the District will be able to contribute money to your HSA until January, 2014, at the earliest.**
- Q: What if the District can't contribute to my HSA until January or April, 2014? Will they pro-rate the dollars that they put into my HSA?**
- A: No. Your deductible for 2013-14 will be the same, so the District feels it is only fair to contribute the full amount to your HSA account.**

**Q: I want to contribute additional dollars to my HSA in 2013-14, but I still have deductions coming out for FLEX through the end of the year. Can I start contributing to my HSA in 2013, even though I can't use the money until 2014?**

**A: No. If you are enrolled in FLEX this year, you will not be able to start making contributions to an HSA until 2014.**

**Q: What happens if I sign up for an HSA in July, and I have a major illness or accident in October? Will I be able to withdraw money from my HSA in January to pay for those claims?**

**A: No. You will be able to use the balance of your FLEX funds toward any claims incurred in 2013. However, any money contributed to an HSA in 2014 cannot be used toward claims that were incurred in 2013. You would need to make up the difference of the deductible out of your own pocket.**

**Q: Right now I use my FLEX funds to pay for contacts and glasses for my family. Will I be able to use my HSA to pay for those things, as well?**

**A: Yes. Everything that is considered an eligible expense for your FLEX account will be an eligible expense under an HSA.**

**Q: What if I have a FLEX account this year and decide that it's too risky to move to an HSA? Why will this decision be any different next year?**

**A: Next year the District will be looking at implementing a "short" FLEX year. We will have our FLEX year run from January 1, 2014 – June 30, 2014 (with no grace period). Thereafter, we will have our FLEX year run from July 1 – June 30 every year. That way, people can make a "clean break" from a FLEX account to an HSA whenever they decide to make the switch.**

**Q: I have both FLEX for Healthcare and FLEX for Dependent care? Will there be any changes to my Dependent care?**

**A: No. Your Dependent care FLEX account is not affected by enrolling in an HSA.**