

An Introduction to HRAs

This page gives a general introduction to the HRA medical spending account.

Overview

A Health Reimbursement Arrangement (HRA) is a medical spending account that is entirely funded by an employer. The district's HRA pays vendors directly for eligible medical and prescription expenses applied to the health insurance deductible, co-insurance or co-pay up to the plan amount.

An HRA is owned by the employer. You don't put your own money into the account. The money isn't considered part of your income. You don't pay taxes on the money in the account or when you are reimbursed with money from the account.

The HRA is only available when an employee is enrolled in the district's health plan. Your employer or benefits administrator provides details about which expenses are eligible for reimbursement.

Enrolling in an HRA

An employee is automatically enrolled in the corresponding HRA plan based on their employment and piggy backs the health plan benefit.



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