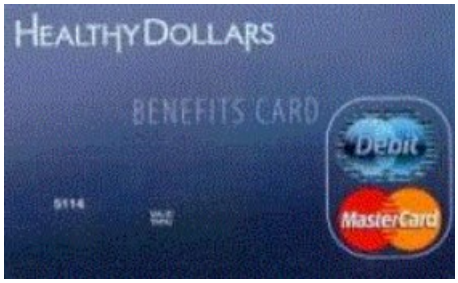
Welcome to **HRA/FSA/DCA/HSA** Open Enrollment for Rutland City Public Schools!

We have exciting updates to our employee benefit plans. Below will outline information about these changes and important dates to remember.

- Open Enrollment Timeframe- October 15th, 2025- November 12th, 2025. This is the time to make your new 2026 FSA/DCA , or HSA election. (* HSA must be combined with a compatible High Deductible Health Plan or HDHP).
- Rutland City Public Schools will be changing FSA/DCA/HSA/HRA administrators effective 1/1/2026. **Healthy Dollars** will be administering these plans. (**see Employee Plan Details; or EPD for Rutland City Public School plan designs)

What does this mean for you, the member?

- Effective 1/1/2026, Healthy Dollars will be administering your employee benefit plans. Beneliance administration will end 12/31/25.
- Your MySource (yellow) debit card(s) will shut off midnight 12/31/25.
- You will receive a new Healthy Dollars Mastercard prior to 1/1/26. Your Healthy Dollars card will be loaded with your 2026 elections, ready to use on 1/1/26. (**see picture below of the new Healthy Dollars Debit Card that will arrive via USPS).
- Beneliance will allow 90 days for a run-out period. This means, any expenses incurred in 2025 that have not been reimbursed, or the card was not used to make the purchase, should be submitted prior to 3/31/26 to receive your eligible reimbursement(s).
- HRA plan- (Health Reimbursement Arrangement) Healthy Dollars will receive a direct claims feed from your Health Plan. Eligible medical claims will be sent to Healthy Dollars and processed for payment to the provider.
- Existing Health Savings Accounts are transferable to the new administration – Healthy Dollars. This is not required, however, if you leave your HSA with Beneliance, there is a $4.00/month fee.
- FSA Plan- your 2025 eligible carry-over dollars will be sent to Healthy Dollars after the Beneliance run out ends, and added to your 2026 FSA account. ($660 maximum carryover dollars from 2025 into 2026).
- If you have any questions regarding the 2026 Employee Benefit plans, please contact Healthy Dollars – service@healthydollarsinc.com or call 877-900-6979. (contact details are included on the Employee Plan Details page).



Thank you. We look forward to a successful Open Enrollment Season, and a smooth transition to Healthy Dollars!