TAMALPAIS UNION HIGH
SCHOOL DISTRICT

Employee Notice: HSA Account Availability

Date: August 1,2026

To: All Employees

From: Human Resources

Subject: Important Update Regarding New High Deductible Health Plan and HSA Accounts

Dear Employees,

We are updating our health insurance offerings for the upcoming plan year to include a High Deductible Health Plan (HDHP) through Kaiser Permanente. Here are some key points regarding the new HDHP:

No Company-Provided HSAs:
The Tamalpais Union High School District will **not** provide, open, or contribute to HSA accounts for employees.

Individual Eligibility:
If you are enrolled in our High Deductible Health Plan (HDHP), you are eligible to open your own HSA through a bank, credit union, or other financial institution.

Personal Contributions:
You may contribute to an individually owned HSA to save on taxes, but these contributions cannot be deducted pre-tax from your payroll.

Ownership:
An HSA you open is completely owned by you, not the company, and stays with you if you leave.

If you have questions about setting up an individual account, please contact a personal financial advisor.

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Employee FAQ: Setting Up Your Personal HSA

Q: Can I still have an HSA if the company doesn't provide one?
A: Yes! As long as you are enrolled in our High Deductible Health Plan (HDHP) and meet other IRS criteria (e.g., you aren't enrolled in Medicare or claimed as a dependent), you are eligible to open and fund a personal HSA independently.

Q: How do I open a personal HSA?
A: You can set up a Health Savings Account (HSA) through various financial institutions, including banks, credit unions, and specialized online providers like Fidelity, Lively, and HealthEquity.

Q: How do I get the tax benefits if it's not through payroll?
A: When you contribute to a personal HSA using after-tax dollars from your bank account, you claim those contributions as an "above-the-line" deduction on your federal income tax return (Form 8889). This reduces your overall taxable income, effectively giving you the same federal income tax break as a payroll deduction.

Q: What happens if I don't spend all the money this year?
A: HSA funds never expire. Unlike an FSA, every dollar you contribute stays in your account year after year, even if you change jobs or retire.

Q: Can I have an HSA and an FSA or HRA?
A: Not usually. Having a regular Health Flexible Spending Account (Health FSA) or Health Reimbursement Arrangement (HRA) counts as disqualifying coverage for an HSA.

You can have a Health FSA or HRA if it is a Limited Purpose account that only covers allowable benefits like vision and dental care and will not affect your HSA eligibility. You may also have a post-deductible FSA or HRA that only reimburses costs paid after meeting your deductible for the year.

If you have an HSA and then switch to a plan with an FSA or HRA, you will keep any money in your HSA. You just won't be able to make additional contributions.