Osseo Area Schools ISD 279
Health Savings Account (HSA) Highlights

What is an HSA:

A Health Savings Account (HSA) combines a High Deductible Health Plan (HDHP) with a tax-exempt trust or custodial account to help you pay for qualified health care expenses. The HSA is an individual health account that is owned by the employee and may be used for the payment of qualified healthcare expenses. For a comprehensive list of qualified healthcare expenses, please visit our website at www.benefitextras.com. The Health Care Expense Table found under the Employees Tab can be accessed using code: HCET2026

Eligibility:

Employees who enroll in the Osseo Area Schools ISD 279's High Deductible Health Plan (HDHP) and who have no other first dollar medical coverage can set up an HSA account. You must complete an HSA enrollment process to set up a Health Savings Account (HSA).

HSA Administrator:

Benefit Extras, Inc.
P.O. Box 1815
Burnsville, MN 55337
Ph. 952-435-6858 (Toll-free 1-866-435-6858)
Fax 952-435-8435 (Toll-free 1-800-886-8793)
E-mail: flex@benefitextras.com
Forms & On-line inquiry: www.benefitextras.com
Health Care Expense Table Access Code: HCET2026

Maximum HSA Contributions:

The maximum contribution limits for 2027 are $4,500 for self-only coverage and $9,000 for family coverage. Individuals who are age 55 and over but under age 65 may make an additional catch-up contribution of up to $1,000. Contribution guidelines are adjusted annually to account for CPI fluctuations. As an employee of Osseo Area Schools ISD 279, you can make contributions to your HSA by convenient pretax salary deduction.

Employer HSA Contributions:

The Osseo Area Schools ISD 279 will make an employer contribution in the amount of $200 per month for those enrolled in Single HDHP coverage and $400 per month for those enrolled in Family HDHP coverage. The employer contribution will be made on the 5th and 20th of each month. The employer contribution is subject to change each year and counts towards the maximum contribution limits shown above.

HSA Distributions:

Employees can access their funds through online distribution requests at www.benefitextras.com, via the mobile application or by using the convenient WEX Health card. Distributions can be sent to employees by direct deposit or check (check fees will apply). Each employee will get two debit cards that they can use for easy payment of qualified healthcare expenses. Funds are transferred immediately from the HSA account at the point-of-service.

Resources:

IRS Publication 969 for use in preparing your individual tax return includes information about what is new to HSAs, qualified healthcare expenses, qualifying contributions and distributions, balances, death of an account holder, forms required and more.

This is intended as a brief overview of the Health Savings Account (HSA) program.
Additional Information regarding HSAs can be found at www.irs.gov.