



# Southeast Dubois County School

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Southeast Dubois Schools offers a Section 125 – Flex Plan that includes a Health Reimbursement (Flexible Spending Account (FSA)) option.

As of **September 1, 2013**, plan participants will have two Medical plan options from which to choose. One option is the traditional medical plan. The second option is a qualified High Deductible Health Plan (HDHP). An insured that elects the HDHP option is eligible to open a Health Savings Account (HSA) if all other criteria is met for eligibility in an HSA.

FSA participants are not eligible to open an HSA account until all monies have been contributed through the FSA.

**As an example:**

If Employee A participates in the Flex-FSA account and elects the HDHP option as of September 1, 2013, Employee A may open an HSA account on January 1, 2014. Employee A may not contribute to a Flex FSA account at the same time as contributing to an HSA account.

If Employee B does not participate in the Flex- FSA account and elects the HDHP option as of September 1, 2013, Employee B may open an HSA account as of September 1, 2013.