Health Insurance
Allegiance

The School District of Holmen offers employees a comprehensive health insurance plan for the plan year July 1, 2024 - June 30, 2025. Please refer to your insurance contract and Summary of Benefits and Coverage (SBC) for additional information. The benefits below will take effect July 1, 2024. *This plan falls under the category of a Qualified High Deductible Health Plan, indicating that all expenses must be applied towards meeting the deductible before any copayments are applicable.

OPTIONS	IN-NETWORK	OUT-OF-NETWORK
DEDUCTIBLE *Non-Embedded	$2,000 Single $4,000 Family	$5,000 Single $10,000 Family
COINSURANCE	80% Insurance 20% Member	60% Insurance 40% Member
MAXIMUM OUT-OF-POCKET	$4,000 Single $8,000 Family	$8,000 Single $16,000 Family
PRIMARY OFFICE VISIT*	$20 Copay, then 80% Coinsurance	$40 Copay, then 60% Coinsurance
SPECIALTY OFFICE VISIT*	$40 Copay, then 80% Coinsurance	$80 Copay, then 60% Coinsurance
URGENT CARE*	$50 Copay, then 80% Coinsurance	$100 Copay, then 60% Coinsurance
EMERGENCY ROOM*	$100 Copay, then 80% Coinsurance	$100 Copay, then 80% Coinsurance
PRESCRIPTION DRUG BENEFIT	Deductible then 80% Coinsurance	Deductible then 80% Coinsurance

*Non-embedded deductible plans, also known as aggregate deductibles, do not begin to pay for medical expenses until the entire family deductible has been met

Health Savings Account (HSA)
Altra Federal Credit Union

THE BENEFIT

2024 Maximum Contribution:
$4,150 Single
$8,300 Family

Catch Up Contribution:
Age 55 and older can contribute an additional $1,000

Single District Contribution:
Base HSA $750
Wellness Benefit:
$750 Employee

(Eligibility for the wellness benefit requires participation in the Wellness Program)

Family District Contribution:
Base HSA $1,500
Wellness Benefit:
$750 Employee
$750 Spouse

(Eligibility for the wellness benefit requires participation in the Wellness Program)

Financial Institution:
The District will deposit into your own personal Altra Federal Credit Union HSA account.

Contribution Schedule:
1st payroll in September
1st payroll in January
1st payroll in March
1st payroll in June

HSAs are a great way to save money and budget for qualified medical expenses. HSAs are tax-advantaged savings accounts that accompany high deductible health plans (HDHPs). HDHPs offer lower monthly premiums in exchange for a higher deductible (the amount you pay before the insurance kicks in).

Employees electing the School District of Holmen's qualified Health Plan, will receive the district contribution of $750 for single coverage and $1500 for family coverage. Employees who elect to participate in the district wellness program can earn a wellness benefit. Eligible employees who successfully complete the district wellness program will receive an additional $750 as a qualified employee and $750 as a qualified spouse. In order for the full family benefit, both the employee and the spouse must successfully complete the district wellness program to receive the contribution on the schedule outlined below. The employee must be enrolled in the district's health plan at the time of the contribution to be eligible.

What are the benefits of an HSA?

It saves you money.

HDHPs have lower monthly premiums, meaning less money is being taken out of your paycheck.

It is a tax-saver.

HSA contributions are made with pre-tax dollars. Since your taxable income is decreased by your contributions, you'll pay less in taxes.

It is portable.

The money in your HSA is carried over from year to year and is yours to keep, even if you leave.

Am I eligible to contribute to an HSA?

- I am not a dependent on someone else's tax return
- I am not receiving Medicare, VEBA, or TRICARE benefits
- I am covered by a high deductible health plan (HDHP)
- I am not covered under any other type of health insurance plan other than a HDHP (except for insurances specific to injuries, accidents, disability, dental, vision, or long-term care).
- The only FSAs I have, if any, are limited purpose, after-tax, or dependent care.

The health savings account (HSA) must be established with Altra and direct deposit provided to Business Services within 30 days of the effective date of the district health insurance plan enrollment to be eligible for the corresponding employer contribution. Missed employer contributions due to incomplete account information will be forfeited.

e.g.: Enroll in district health insurance on August 25, 2022. HSA must be opened and direct deposit provided no later than September 25, 2022, to be eligible for the September 2022 and subsequent employer contributions.

e.g.: Enroll in district health insurance on August 25, 2022. HSA direct deposit not received until February 1, 2023. Employee would be eligible for the March 2023 (and subsequent) employer contribution, but would forfeit both the September 2022 and January 2023 employer contributions.