



BELLE FOURCHE SCHOOL DISTRICT 9-1

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Dr. Steven A. Willard
Superintendent

Susan L. Proefrock
Business Manager

August 01, 2023

TO: All Teachers, Administrators and Support Staff (eligible for benefits)

FROM: Susan L. Proefrock
Business Manager

All eligible employees:

Please stop in Central Office during August 14th - August 18th to review your benefits and complete a new election form to participate or not participate or continue and/or change your pre-taxed deductions for the new Plan Year.

The Belle Fourche School District 9-1 offers *Health Savings Accounts (HSA)* to employees enrolled in a Qualified High Deductible Health Plan (HDHP). HSA Accounts are individual savings accounts that can be used to pay for qualified medical expenses tax-free. HSA dollars are yours to keep. Contributions you do not spend roll over from year to year. No worries of losing unused dollars. You can use your HSA funds to save on hundreds of products and services. Accounts are managed by and funds are held with Health Equity.

When you participate in a *Health Savings Account (HSA)*, you designate a portion of your salary (or wage) reduction contributions to be placed in an account for you. These deductions are pre-taxed. Use your HSA Debit card when you have expenses to pay that are considered "Qualified Expenses" under the Plan. Your Plan offers reimbursement for certain medical and dependent care expenses, as authorized under the Internal Revenue Code. You can adjust your contributions anytime during the year.

The Belle Fourche School District 9-1 also offers a Section 125 Cafeteria/Flexible Benefits Plan to all eligible employees including teachers, support staff and administrators. Support staff employees who work an average of thirty (30) hours or more per week during their specified work year are eligible.

There are two basic types of plans offered: The *Premium Only Plan* and *Flexible Spending Accounts* - Medical or Dependent Care. These plans are possible because of Internal Revenue Code Section 125. The United States Congress created Code Section 125 as part of the Revenue Act of 1978 to make benefits more affordable for employees,

When you participate in a *Premium Only plan*, you choose qualified insurance coverages and pay the premiums with pre-tax dollars. All employees with deduction(s) for health and/or dental plans and/or vision plan are encouraged to participate in the Premium Only Plan.

When you participate in a *Flexible Spending Accounts*, you designate a portion of your salary (or wage) reduction contributions to be placed in an account for you. These deductions are pre-taxed. The Plan will reimburse you when you have expenses to pay that are considered "Qualified Expenses" under the Plan. Your Plan offers reimbursement for certain medical and dependent care expenses, as authorized under the Internal Revenue Code.

Colonial Life representatives will assist with the enrollment process and Health Equity will provide the administrative services for the Belle Fourche School District 9-1 Section 125-Cafeteria/Flexible Plan for the Plan Year October 1, 2023 through September 30, 2024. Additional information may also be obtained online at my.healthequity.com