



Colchester School District

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Hello CSD Employees!

Open enrollment time is upon us. Please visit the CSD HR open enrollment [website](#) where you can find open enrollment information along with all the forms you may need. Please also check out the [VEHI Benefits Booklet](#) as well as the [VEHI website](#). They provide several online tools to help you better understand your options. A list of questions and answers is below. Please let HR know if you have other questions not covered in this document.

Open enrollment will be held from Monday, October 21- Friday, November 1, 2024



Am I eligible to participate in the Health Insurance Buyout? If so, what do I need to do?

The only group still eligible for the Health Insurance Buyout is **Teachers**. If you are a teacher, you **MUST** complete a health insurance buyout form EACH YEAR to take advantage of this benefit. Please visit the CSD HR open enrollment website to find the form.

***Reminder** if you have coverage through any public school in Vermont you are NOT eligible to participate in the health insurance buyout.

I currently elect to contribute money to an FSA health or dependent care account or would like to start doing this. What do I need to do?

You **MUST** complete an FSA/DCA election form EACH YEAR to take advantage of this benefit. Please visit the CSD HR open enrollment [website](#) to find the form. Remember, for FSA Health only, you can roll over a maximum of \$640 from the 2024 plan year to the 2025 plan year (*if you separate from CSD prior to using all your FSA funds, they are forfeited*).

Other than the two above-mentioned forms, are there any forms that I must complete if I want to keep my current healthcare elections the same into 2025?

NO, if you are not making any changes to your healthcare elections there is nothing you need to complete (*except the above-mentioned forms*).

Everything I read seems to break employees into two groups: licensed and non-licensed. How do I know which group I fall into?

If your job with the district requires that you hold a valid VT Teaching license from the Agency of Education (i.e. teachers, administrators, librarians, nurses, etc.) you are in the “licensed” category. If your job does not require a VT teaching license (i.e. paraeducators*, behavior interventionists, custodial staff, food service workers, IT staff, etc.) you are in the “non-licensed” group.

**If you are employed as a support staff member and hold a VT teaching license, you are still considered “non-licensed” as your job does not require one.*

Send HR an email if you're still unsure and we will be happy to let you know which group you're in.

Will the school district still pay 80% of the cost of insurance for me (leaving me to pay the other 20%)?

Yes, but there are some exceptions. Here is what the district will pay for full time employees per plan (please note that part time employees have their contributions prorated):

Gold CDHP: The district will pay 80%, the employee will pay 20%

Silver CDHP: The district will pay 80%, the employee will pay 20%

Platinum: The district will put the dollar amount equal to 80% of the GOLD CDHP plan towards this option, the employee will be responsible for the remaining cost.

Gold: The district will put the dollar amount equal to 80% of the GOLD CDHP plan towards this option, the employee will be responsible for the remaining cost.

Will Health Reimbursement Arrangements (HRAs) and Health Savings Accounts (HSAs) with employer contributions be offered by school districts to help cover out-of-pocket costs as they have in the past?

Yes, here are your 2025 HRA/HSA options:

Licensed Employees

Gold CDHP: HRA option only at \$1,900 for single coverage and \$4,000 for all other tiers of coverage

Silver CDHP: HRA or HSA* option at \$1,900 for single coverage and \$4,000 for all other tiers of coverage

Platinum: HRA option only at \$1,900 for single coverage and \$4,000 for all other tiers of coverage

Gold: HRA option only at \$1,900 for single coverage and \$4,000 for all other tiers of coverage

Non-Licensed Employees

Gold CDHP: HRA option only at \$2,200 for single coverage and \$4,400 for all other tiers of coverage

Silver CDHP: HRA or HSA* option at \$2,200 for single coverage and \$4,400 for all other tiers of coverage

Platinum: HRA option only at \$2,200 for single coverage and \$4,400 for all other tiers of coverage

Gold: HRA option only at \$2,200 for single coverage and \$4,400 for all other tiers of coverage

*Please note that HSA's have very strict eligibility rules, to review them please review the following [VEHI Document](#).

As an hourly employee, how many hours must I work in order to be eligible for health insurance?

Under statewide bargaining, any employee that works a minimum of 17.50 hours per week is eligible to enroll in the health insurance plan with employer subsidy. Employees who work between 17.50 - 29.50 hours per week will receive a prorated Employer contribution towards their coverage.

Remind me, what are the differences between an HRA, HSA & FSA/DCA?

A **Health Reimbursement Arrangement (HRA)** is an employer-owned account into which an employer contributes funds to employees for qualified, out-of-pocket medical and prescription services as defined by the IRS. Money not used by the employee remains with the employer. An HRA is available with all four VEHI health plans in 2025.

A **Health Savings Account (HSA)** is an employee-owned account used to pay for qualified, out-of-pocket medical and prescription expenses as defined by the IRS. Money is contributed by the employer and, if desired, by the employee consistent with IRS rules. Funds not spent remain with the employee. The HSA is only available with the Silver CDHP in 2025.

A **Flexible Spending Account (FSA)** is money set aside by an employee, pre-tax, to pay for qualified, out-of-pocket medical, prescription, vision and dental expenses as defined by the IRS. Similarly, a Dependent Care Account (DCA) is money set aside by an employee, pre-tax, to pay for qualified childcare expenses. In most cases, if the money is not used within the contract period (calendar year), the money is forfeited by the employee to the employer (“use it or lose it”). Some employers have a rollover provision. *(Note: An FSA can be had in combination with an HRA, but not with an HSA.)*

Show me the numbers!

Here are some links to great charts that VEHI has put together showing cost comparison between plans. Also, remember, the best place to view all the info is the [VEHI website](#). In addition, below you will find the CSD per payroll cost information.

For most employees the Gold CDHP plan is the most cost effective plan, but please make sure you look at all your options before making any decisions.

Licensed:

[Plan Comparison Chart](#)

[Cost Comparison Chart](#)

Non- Licensed:

[Plan Comparison Chart](#)

[Cost Comparison Chart](#)

CSD Per Payroll Charts:

**Please note these show the cost of coverage for Jan-June 2025. We do not have the costs for July-Dec 2025 yet, but remember there are less paychecks from July-Dec, so your per pay amount will go up significantly in the fall of 2025.*

[CSD Per Payroll Cost Comparison Chart- Teachers/Admin/Full Year Staff](#)

[CSD Per Payroll Cost Comparison Chart- School Year Support Staff](#)