

Comparing HSAs and FSAs

Health Savings Account

VS

Flex Spending Account

Eligibility Requirements

Must be enrolled in HDHP. Cannot be enrolled in additional non-HDHPs or Medicare.



Eligibility Requirements

No requirements. Any health plan is allowed.

Contribution Limits

2026 Limits: \$4,400 individual, \$8,750 family
2027 Limits: \$4,500 individual, \$9,000 family
For individuals 55+ years old, add \$1,000.



Contribution Limits

2026 Health Care FSA Limit: \$3,400
2027 Health Care FSA Limit: \$3,400
No catch up contributions allowed.

Changes & Additional Contributions

Contribution amounts can be changed at any time.
You can make additional contributions, up to your yearly limit.



Changes & Additional Contributions

Contribution amounts can only be adjusted during open enrollment or due to a qualifying life event.
Additional contributions not allowed.

Investment Options

You can invest your HSA dollars to earn even more money on your tax-free contributions. Funds not invested earn dividends.



Investment Options

No investment options allowed. Funds do not earn dividends.

Availability of Funds

Funds are available as contributions are made.
Any unused funds in your HSA roll over each year.



Availability of Funds

Your full election amount is available on the first day of the plan year. Any funds not used by the end of your plan year are forfeited.

Account Ownership

You own your HSA. If you change employment, your HSA funds & dividends accrued are yours to keep. When you retire, unused funds may be withdrawn after age 65.



Account Ownership

Your FSA is owned by the district. If you change employment, you forfeit your FSA & the funds contributed. When you retire, your FSA is closed.



Limits shown above are from the IRS's contribution limits and are subject to annual cost-of-living & pro-rated adjustments. Gulf Coast Educators FCU is federally insured by the NCUA. Funds transferred to an investment account are not federally insured by the NCUA or FDIC. We recommend you speak with a licensed investment advisor with any investment related questions. 06172026