

2026 High Deductible Health Plan & HSA Frequently Asked Questions

The College offers two High Deductible Health Plans (HDHPs) as options for coverage along with the Bowdoin College Open Access Plus Health Plan. All three plans are administered by Cigna and offer the same network of providers. The high deductible plans include an individual Health Savings Account (HSA) that is partially funded by the College. HSA funds can be withdrawn, tax free, to offset the higher deductible.

What is a High Deductible Health Plan (HDHP)?

As the name implies, a HDHP is a health insurance plan that has a higher deductible – the amount of medical expenses you pay each year before coverage kicks in. While the deductible is higher with this type of plan, the employee contributions (the regular amount you pay each pay period for the coverage) are lower than a traditional health plan. High deductible plans don't begin to pay the cost of medical or prescription drug expenses until after you've met the deductible.

What happens when you meet the deductible in a HDHP?

Preventive services are covered at 100% in-network along with a list of basic preventive prescriptions also covered at 100% (not subject to the deductible). All other covered services (including prescription drugs) are subject to the deductible before the Plan pays a portion of the cost. Once you meet the deductible, you and the Plan share the cost of your care (coinsurance) until you have reached the out-of-pocket maximum limit. Once the out-of-pocket maximum is reached, the plan pays 100% for the remainder of the calendar year.

What are the deductibles and out-of-pocket maximums for each plan?

	Open Access Plus High Deductible Health Plan (HDHP) #1 In-Network	Open Access Plus High Deductible Health Plan (HDHP) #2 In-Network
Deductible	\$1,700 per Individual \$3,400 per Family	\$3,600 per Individual \$6,000 per Family
Coinurance	Services are covered at 80% after the deductible	Services are covered at 80% after the deductible
Out-of-Pocket Maximum	\$3,500 per Individual \$7,000 per Family (deductible + coinsurance)	\$7,000 per Individual \$11,000 per Family (deductible + coinsurance)
Preventive Services	Covered at 100%	Covered at 100%
	Open Access Plus High Deductible Health Plan (HDHP) #1 *Out-of-Network	Open Access Plus High Deductible Health Plan (HDHP) #2 *Out-of-Network
Deductibles	\$1,700 per Individual \$3,400 per Family	\$3,600 per Individual \$6,000 per Family
Coinurance	Services are covered at 60% after the deductible	Services are covered at 60% after the deductible
Out-of-Pocket Maximum	\$3,500 per Individual \$7,000 per Family (deductible + coinsurance)	\$7,000 per Individual \$11,000 per Family (deductible + coinsurance)

Out-of-Network coverage is subject to maximum allowances – balance billing allowed. Deductible and Out-of-Pocket maximums cross accumulate between in-network and out-of-network.

How do the deductibles and out-of-pocket maximums for Family coverage work?

Family coverage is considered any of the following tiers: Employee + Spouse, Employee + Child(ren) or Employee + Family. The deductible is the amount of money you pay out-of-pocket within a calendar year before the plan begins to make any payments. The out-of-pocket maximum is the most you will have to pay within a given calendar year for health care services. Once the out-of-pocket maximum is reached, the plan pays 100% for the remainder of the calendar year. It is important to understand that the deductibles and out-of-pocket maximums work differently between HDHP Option #1 (which has a non-embedded deductible and out-of-pocket maximum) and HDHP Option #2 (which has an embedded deductible and out-of-pocket maximum).

HDHP Option #1 (Non-Embedded): HDHP Option #1 has an individual deductible of \$1,700 and a family deductible of \$3,400. With a non-embedded (or aggregate) deductible, for family coverage, the plan does not begin to make payments until the entire family deductible is met. This can be by claims from one person in the family or a combination of claims from the entire family. The plan does not begin to pay 100% until claims from one person or a combination of claims from the entire family have met the family out-of-pocket maximum of \$7,000.

HDHP Option #2 (Embedded): HDHP Option #2 has an individual deductible of \$3,600 and a family deductible of \$6,000. With an embedded deductible, for family coverage, the plan begins to make payments as soon as one member of the family has claims that reach the individual deductible. The remaining amount towards the family deductible of \$6,000 could be satisfied by another family member or a combination of claims from other family members. This is also true of claims incurred towards the out-of-pocket maximum, which is \$7,000 per individual and \$11,000 per family. If one person in the family incurs significant claims, that one family member's claims are subject to no more than the individual deductible and the individual out-of-pocket maximum.

Who will administer the HDHPs and which providers will be in-network?

Bowdoin's medical plans are all administered by Cigna and use the same network of providers and cover the same services.

What are the monthly employee contributions for the medical plans in 2026?

Employee with an annual salary of \$45,000 and under:

Open Access Plus Health Plan	Open Access Plus High Deductible Health Plan (HDHP) #1	Open Access Plus High Deductible Health Plan (HDHP) #2
Employee - \$105	Employee - \$58	Employee - \$32
Employee + Child(ren) - \$316	Employee + Child(ren) - \$168	Employee + Child(ren) - \$127
Employee + Spouse - \$434	Employee + Spouse - \$267	Employee + Spouse - \$171
Employee + Family - \$434	Employee + Family - \$267	Employee + Family - \$171

Employee with an annual salary of \$45,001 to \$90,000:

Open Access Plus Health Plan	Open Access Plus High Deductible Health Plan (HDHP) #1	Open Access Plus High Deductible Health Plan (HDHP) #2
Employee - \$116	Employee - \$63	Employee - \$36
Employee + Child(ren) - \$378	Employee + Child(ren) - \$210	Employee + Child(ren) - \$171
Employee + Spouse - \$519	Employee + Spouse - \$340	Employee + Spouse - \$232
Employee + Family - \$519	Employee + Family - \$340	Employee + Family - \$232

Employee with an annual salary of \$90,001 to \$150,000:

Open Access Plus Health Plan	Open Access Plus High Deductible Health Plan (HDHP) #1	Open Access Plus High Deductible Health Plan (HDHP) #2
Employee - \$133	Employee - \$72	Employee - \$44
Employee + Child(ren) - \$455	Employee + Child(ren) - \$268	Employee + Child(ren) - \$233
Employee + Spouse - \$622	Employee + Spouse - \$426	Employee + Spouse - \$320
Employee + Family - \$622	Employee + Family - \$426	Employee + Family - \$320

Employee with an annual salary of \$150,001 and over:

Open Access Plus Health Plan	Open Access Plus High Deductible Health Plan (HDHP) #1	Open Access Plus High Deductible Health Plan (HDHP) #2
Employee - \$145	Employee - \$80	Employee - \$51
Employee + Child(ren) - \$493	Employee + Child(ren) - \$295	Employee + Child(ren) - \$259
Employee + Spouse - \$682	Employee + Spouse - \$472	Employee + Spouse - \$355
Employee + Family - \$682	Employee + Family - \$472	Employee + Family - \$355

What is a Health Savings Account (HSA) and what are the advantages?

A HSA is a tax-advantaged medical savings account available to individuals enrolled in a qualifying HDHP. HSA's are like individual savings accounts, but the money in them is used to pay for eligible health care expenses. You own the money in your HSA account even if you change jobs or dis-enroll in one of the HDHP options. You control how your HSA money is spent. Any unused money at the end of the calendar year rolls over (stays in your account) to the next year. You don't pay taxes on money going into your HSA or when the money is withdrawn for qualified medical expenses.

Who is eligible to make or receive HSA contributions?

You must be enrolled in one of the qualifying HDHP options in order to participate. As the HSA account holder, the high-deductible plan must be your only health insurance – you can't be covered by any other health insurance including Parts A and/or B of Medicare or receiving Social Security benefits. In addition, you can't be covered by a spouse's medical Flexible Spending Account (FSA) or Health Reimbursement Account (HRA) if the funds in your spouse's FSA or HRA can be used to reimburse your qualified medical expenses. Having dental, vision, disability or long-term care insurance doesn't disqualify you from having an HSA. Employees age 65 or older can contribute to an HSA (and receive an

employer contribution) as long as the employee is not receiving Medicare or Social Security benefits. Enrollment in Medicare Part A is automatic for people receiving Social Security benefits. This is why an individual receiving Social Security benefits is not eligible to make or receive HSA contributions. On the other hand, an employee who is eligible to receive Social Security (or Medicare) benefits but does not actually enroll to receive those benefits remains eligible to make or receive HSA contributions.

How is my HSA funded?

For employees enrolled in one of the HDHP options, the College will make a contribution to your HSA (outlined below for calendar year 2025). In addition, eligible employees are also encouraged to make contributions to the account through pre-tax payroll deduction.

College's 2026 HSA Contribution for Employee's Enrolling in HDHP Option #1	College's 2026 HSA Contribution for Employee's Enrolling in HDHP Option #2
Employee Only Coverage - \$825	Employee Only Coverage - \$1,650
Employee + Child(ren), Spouse or Family - \$1,650	Employee + Child(ren), Spouse or Family - \$2,750

How is my HSA funded if the effective date of my HDHP coverage is not January 1st?

For new employees or other qualified events allowing enrollment in one of the HDHP options during the calendar year, the College's HSA contribution will be pro-rated based on the number of full months during the calendar year the employee was enrolled in one of the HSA eligible HDHP options through the College.

How is my HSA funded if both my Spouse and I both work at Bowdoin?

If you and your spouse are both benefits eligible employees of the College and one enrolls in employee only coverage and the other enrolls in employee + child(ren) coverage or you both enroll in employee only coverage separately your combined HSA contribution from the College will not exceed the family contribution (\$1,650 for HDHP Option #1 and \$2,750 for HDHP Option #2).

When will the College's contribution go into my HSA account?

Employees enrolling in one of the high-deductible plans will receive additional information after enrolling about how to open their HSA accounts through [Fidelity's NetBenefits site](#). Eligible employees must establish a login with Fidelity and setup the account online before employer and/or employee contributions can be directed to the account. In calendar year 2026 the College will fund the entire contribution amount during the 1st available pay date following the date the employee's HSA account has been established and confirmed by Fidelity as being available to accept contributions. In order to be eligible for the College's 2026 HSA contribution, you must be an active employee on the pay date the contribution is made and be in a paid status (i.e. not on unpaid leave of absence).

How much can I contribute in calendar year 2026?

In addition to employer contributions you may contribute to an HSA. The IRS sets the contribution limits for HSAs. In calendar year 2026 the single contribution limit is \$4,400 and the family contribution limit is \$8,750. The total of the College's contribution plus your contribution must be within the contribution

limits established by the IRS. HSA contribution limits are based on the type of coverage you elect. For example, the annual contribution limit for a married employee enrolled in self-only HDHP coverage is the individual HSA contribution limit. The annual contribution limit for an employee who is not married but is enrolled in any coverage other than self-only coverage is the family HSA contribution limit. You are responsible for understanding and making sure you do not exceed the contribution limit. This information is detailed in IRS Publication 969: Health Savings Accounts and other Tax-Favored Health Plans, <http://www.irs.gov/pub/irs-pdf/p969.pdf>.

Can I ever contribute more than the annual limit?

If you are 55 or older at any time during the calendar year and are not enrolled in Medicare you are eligible to contribute an additional \$1,000 above the regular limits. This is called a “catch-up” contribution and can be made each year until you enroll in Medicare. Only the account holder can make this catch-up contribution and it may be pro-rated if you are enrolled in a HDHP for less than 12 months.

Are there additional rules to consider in determining my HSA contribution limit?

If you are covered by a HDHP by December 1st of a given year, you may contribute the maximum for that calendar year (employer and employee contributions combined). For example, you could begin coverage as a new employee and open a HSA in November of a given year. Come December 1st, you are covered and considered an eligible employee for that full year. This allows you to contribute up to that year's full contribution limit. This is called the “Last Month Rule”. However, if you use the Last Month Rule, you must remain an eligible individual (covered by a HDHP) for the following 12 months. If you fail to remain an eligible individual (change insurance plans or lose insurance coverage) any “extra” contributions you made as a result of the Last Month Rule will become taxable to you and subject to 10% penalty.

Why should I stop contributions before I retire?

If you are over age 65 when you retire and then sign up for Medicare, your Part A coverage will start up to 6 months back from the date you sign up for Medicare or apply for benefits from Social Security. You are not eligible to make contributions to your HSA after you have Medicare. If your Medicare Part A coverage overlaps when you or your employer made contributions, you'll have to pay a tax penalty. For this reason, if you work beyond age 65 and defer Medicare, you will need to stop contributing to your HSA (including contributions from your employer) six months prior to receiving Social Security.

How can contributions to my HSA help me pay for my deductible and other out-of-pocket costs?

Any unused money (both employer and employee) left in your HSA at the end of the calendar year rolls over (stays in your account). Employee contributions (the regular amount you pay each pay period for the coverage) to one of the HDHP options are lower than the traditional non-HDHP plan option. The College encourages you to consider taking this contribution savings and directing it as an employee contribution towards your HSA account to assist you in paying for the higher deductible associated with the HDHP options. This combined with the College's contribution can help you save money to pay for your health care expenses now and into retirement.

Must the medical expense be incurred during the calendar year that the contribution is made?

No. However, reimbursements from your HSA cannot be made for expenses incurred prior to the establishment of the HSA account.

Who administers my HSA and can I invest my HSA funds?

The College partners with Fidelity Investments to administer the Health Savings Accounts. You will be able to view your account online through [Fidelity's NetBenefits](#) (the same site used to view/make changes to your Fidelity retirement plan account or supplemental account held at Fidelity). The contributions are held in a core account. Funds in the core account are used to pay for medical expenses. Over time as your core account balance grows you will have the option of investing a portion of the funds in a Fidelity Brokerage account across a wide range of investment options (minimum balances apply).

How do I access my HSA funds?

Fidelity will issue you a debit card for your account. An HSA checkbook can be issued by Fidelity upon request. You can view your account balance anytime through [Fidelity's NetBenefits](#).

Can I withdraw money from a HSA for nonmedical expenses?

Yes, but if you withdraw funds for nonmedical expenses before you turn 65, you have to pay taxes on the money and a 20% penalty. If you take money out after you turn 65, you don't have a penalty, but you must still pay taxes on the money. You are responsible for understanding the uses and tax rules of your HSA. This information is detailed in IRS Publication 969: Health Savings Accounts and other Tax-Favored Health Plans, <http://www.irs.gov/pub/irs-pdf/p969.pdf>.

Where can I find a list of what the IRS considers "qualified expenses" for my HSA?

Qualified medical expenses are detailed in IRS publication 502: Medical and Dental Expenses, <http://www.irs.gov/pub/irs-pdf/p502.pdf>. The same medical expenses are considered "qualified expenses" for a health savings account as for a flexible spending account.

If my child is on my spouse's insurance at another employer, can I pay for my child's healthcare expenses out of my HSA?

You can pay the healthcare expenses for anyone who is a dependent on your taxes, regardless of what health plan that dependent is enrolled in.

Can I use my HSA for my adult child's healthcare expenses?

While the Affordable Care Act allows parents to add their adult children (up to age 26) to their health plans, the IRS has not changed its definition of a dependent for health savings accounts. This means that an employee whose 24-year-old child is covered on his HSA-qualified high-deductible health plan is not eligible to use HSA funds to pay that child's medical bills. If the account holders can't claim a child as a dependent on their tax return, then they can't spend HSA dollars on services provided to that child.

What happens to unused money left over in my HSA at the end of the calendar year or if I change jobs?

Your HSA funds roll over from year to year and accumulate in the account until you are ready to use them. All contributions (both yours and the College's) in the HSA belong to you even if you change jobs or dis-enroll in one of the HDHP options.

Are there any administrative fees associated with my HSA account?

The College will pay the annual administrative fee associated with your HSA account as long as you are an active employee of the College and enrolled in one of the HDHP options. If you dis-enroll in one of the HDHP options or leave employment of the College you are responsible for any HSA administrative fees charged by Fidelity.

Can I rollover an existing HSA account into my Bowdoin HSA account?

Yes, the Bowdoin HSA accounts will allow rollovers. Fidelity will assist you in this process.

Can I have a HSA account and still contribute to a Medical Flexible Spending Account (FSA)?

If you enroll in one of the HSA-qualified high-deductible health plans, you are eligible to make contributions up to the annual limit to a “limited” use FSA. A limited use FSA can only be used for qualified expenses in connection with dental and vision services. If you enroll in the traditional non-HDHP medical plan option, you are eligible to make contributions up to the annual limit to a “full” use FSA. A full use FSA can be used for all qualified expenses in connection with medical, dental and vision services. Qualified medical expenses are detailed in IRS publication 502: Medical and Dental Expenses, <http://www.irs.gov/pub/irs-pdf/p502.pdf>.

Is there a rollover provision on a “limited” use medical FSA?

Yes, like a full use medical FSA, a limited use FSA allows you to rollover up to \$680 of your unspent account balance into the next calendar year (into 2027). If you are eligible for a full use medical FSA in one calendar year and then in the following calendar year you are eligible for a limited use FSA, the rollover goes into a limited use FSA. The same is true in the reverse scenario. The rollover goes into the type of medical FSA (full use or limited use) that you are eligible for in the following calendar year.

Is the HDHP/HSA option right for me?

Like any health care option, HDHP/HSA plans have advantages and disadvantages. As you weigh your options, think about your budget and what health care you’re likely to need. If you’re generally healthy and want to save for future health care expenses, a HSA may be an attractive choice. The contributions are made on a pre-tax basis and HSA funds can be used to offset costs of medical care into retirement.