

As part of the Consolidated Appropriations Act signed into law at the end of 2020, employers may offer employees who participate in the Healthcare and/or Dependent Care Flexible Spending Accounts (FSA) relief to avoid the loss of any unused funds from the 2020 Plan Year due to the continuing COVID-19 pandemic.

As a result, the Shawnee Mission School District is adopting the following provisions:

Grace Period Extension

If you have a balance remaining in your 2020 Healthcare or Dependent Care FSA, the Grace Period for incurring claims to spend down this balance has been extended to December 31, 2021.

Flex Made Easy has updated our system so any future claims or debit card transactions will first be paid from your remaining 2020 balance. Once that has been exhausted, the expenses will be paid from your 2021 account balance, if you made an election for the new year.

Change to the Eligible Age for the Dependent Care FSA

For the Dependent Care FSA, reimbursement of qualifying dependent care expenses was limited to a child under age 13. The new rules allow for an extra year for children who “aged out” during the ongoing pandemic event. If you have unused funds for the 2020 Plan Year, you can now submit day care expense for any child until they turn age 14, at least through the end of the 2021 plan year.

Mid-Year Changes of Elections

The Shawnee Mission School District is allowing employees the option of revoking their current election, making a new election, or decreasing or increasing their existing election for their Healthcare FSA and/or their Dependent Care FSA during the 2021 Plan Year. Changes in elections will not be limited to Qualifying Change of Status Events.

You are still limited to the maximum election of \$2,750 for the Healthcare FSA and \$5,000 for the Dependent Care FSA. Also, for the Healthcare FSA, you will not be able to revoke or decrease your election if you have been reimbursed for more than you have contributed to the Plan in 2021.

Before deciding if you wish to change your election, please check your current available balance by logging into your account at www.FlexMadeEasy.com or by calling our toll-free number, 855-615-3679. Our offices are open from 8:00 to 5:00 Central Time.

If you decide to change your election, please contact _____. The change will be sent to Flex Made Easy.

If you cease employment in 2021.

Employees who cease their employment with the District or cease their participation in a Healthcare FSA during calendar year 2020 or 2021 may continue to receive reimbursements from unused contributions for claims incurred through the end of the plan year in which your participation ended. Once you have been reimbursed for your total contributions to the Plan, your participation will end.

If you have any question, please feel free to call us at 855-615-3679 or email us at info@flexmadeeasy.com.