

Regional School District #14

Section 125 Flexible Spending Plan Highlights and Enrollment Instructions

- Start Date: • July 1, 2024
- Plan Year: • July 1 to June 30
- Eligibility: • Full and Part time hours per week (regularly scheduled)
- Employees classified as Teachers, Staff and Administrators are eligible to participate in the Plan following the eligibility to participate in the group medical plan days of employment

You do not have to be enrolled in your employer's group health plan to enroll in this Flex Spending plan.

- Annual Elections: • Health Care (HCR): \$200.00 minimum/ \$3,200.00 maximum
- Dependent Care (DCR): \$200.00 minimum/ \$5,000.00 maximum

- Limited Health Care: • Limited HCR: For you or your spouse enrolled in an HSA. Submit IRS HSA minimum deductible is vision & dental claims until the IRS HSA minimum deductible is met. \$1,600.00 single / \$3,200.00 family Once deductible is met all customary HCR expenses are eligible.

- 2 ½ Month Grace Period*: • Eligible HCR & DCR expenses can be incurred up to 2 ½ months following the end of the plan year and applied to any remaining account balance in the prior plan year.
- *The 2 ½ Month Grace Period & Year End Run-off Period Run Concurrently

- Year End 90 Day Run-off Period*: • Reimbursements can be submitted up to 90 days following the end of the plan year.

- Claim Reimbursement: • Processed weekly (\$20.00 minimum reimbursement)

- Reimbursement Type(s): • Check / Direct Deposit

- Plan Year Payroll Deductions: • 20

- Date of 1st Deduction: • September 13, 2024

- Your ABS Account Manager is: • Cathy at ext. 420 (cathy@abs125.com)
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Here's How to Enroll in Your Section 125 Plan

Follow these simple steps:

1. If you meet the eligibility requirements, please complete the Enrollment Form.
2. Estimate your annual reimbursable health-care/dependent-care related expenses using the worksheet on the back of the enrollment form or the FSA calculator on the ABS website.
3. If you use the Dependent Care Auto-Affidavit a new form must be completed for the new Plan Year.

Send completed enrollment form to Catherine Ochs by June 14, 2024.

Questions? Need Help? First, read the "How to Save on Medical & Child Care Expenses" employee handbook. If you do not have one, contact Human Resources, visit us on the web at www.abs125.com, check out the [ABS Mobile App](#) or call 1-877-732-8125 from 8:00am to 5:00pm E.S.T. Monday through Friday.