



**Newport-Mesa**  
Unified School District



**Discovery Benefits**  
a wex company

# Medical Flexible Spending Account

**FSA**



**FSA**

# Medical Flexible Spending Account



Funds on day 1



Discount



Plan ahead

# **FSA** Annual Contribution Limit

2024 Medical FSA Maximum:

**\$3,200**

- Contribute and spend funds tax-free
- Pay for eligible out-of-pocket healthcare expenses
- Use it or lose it, except for Carryover



# Meet Ashley

Ashley is a 33 year old college graduate working in Marketing.

## Without Healthcare FSA

GROSS ANNUAL PAY.....	\$60,000
TAX RATE (18%) .....	-\$10,800
NET ANNUAL PAY .....	\$49,200
HEALTHCARE EXPENSES .....	-\$2,600
FINAL TAKE-HOME PAY .....	\$46,600

## With Healthcare FSA

GROSS ANNUAL PAY.....	\$60,000
ANNUAL FSA CONTRIBUTION .....	-\$2,600
ADJUSTED GROSS PAY .....	\$57,400
TAX RATE (18%) .....	-\$10,332
FINAL TAKE-HOME PAY .....	\$47,068



Take home this much more  
with a Healthcare FSA

# \$468

All figures in this table are estimates and based on an annual salary of \$60,000 and maximum contribution limits to the benefit account. Your salary, tax rate, healthcare expenses and tax savings may be different.



# Medical FSA Grace Period and Run-out

October 1, 2024 – September 30, 2025

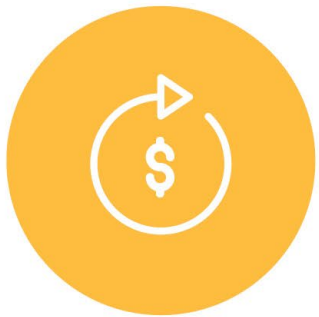
September 30, 2025 – deadline to incur claims

December 31, 2025 – deadline to submit claims





# Medical FSA Carryover



- The carryover allows you to roll over **up to \$640** to the next plan year
- Funds are available after the end of the run-out period – **December 2025**
- Allowed to elect full maximum regardless of carryover amount
- Only available for Medical FSA funds

# Dependent Care Flexible Spending Account

**FSA**





# **FSA** Why Choose a Dependent Care FSA?



Pre-tax benefit



Save money



Save strategically



# Annual Contribution Limit

2024 Dependent Care FSA Maximum:

**\$5,000** per household

**\$2,500** per person  
(if married or filing separately)

- Contribute and spend funds tax-free
- Pay for qualified dependent care expenses
- Use it or lose it, no Carryover



# Meet Kenneth

Kenneth is a 36 year old single father with 2 children in daycare.

## Without Dependent Care FSA

GROSS ANNUAL PAY.....	\$60,000
TAX RATE (18%) .....	-\$10,800
NET ANNUAL PAY .....	\$49,200
DEPENDENT CARE EXPENSES	-\$5,000
FINAL TAKE-HOME PAY .....	\$44,200

## With Dependent Care FSA

GROSS ANNUAL PAY.....	\$60,000
ANNUAL FSA CONTRIBUTION	-\$5,000
ADJUSTED GROSS PAY .....	\$55,000
TAX RATE (18%) .....	-\$9,900
FINAL TAKE-HOME PAY .....	\$45,100



Take home this much more  
with a Dependent Care FSA

# \$900

All figures in this table are estimates and based on an annual salary of \$60,000 and maximum contribution limits to the benefit account. Your salary, tax rate, healthcare expenses and tax savings may be different.

# FSA Dependent Care Grace Period and Run-out

October 1, 2024 – September 30, 2025

September 30, 2025 – deadline to incur claims

December 31, 2025 – deadline to submit claims



# Utilizing Medical and Dependent Care Flexible Spending Accounts

[ FSA ]



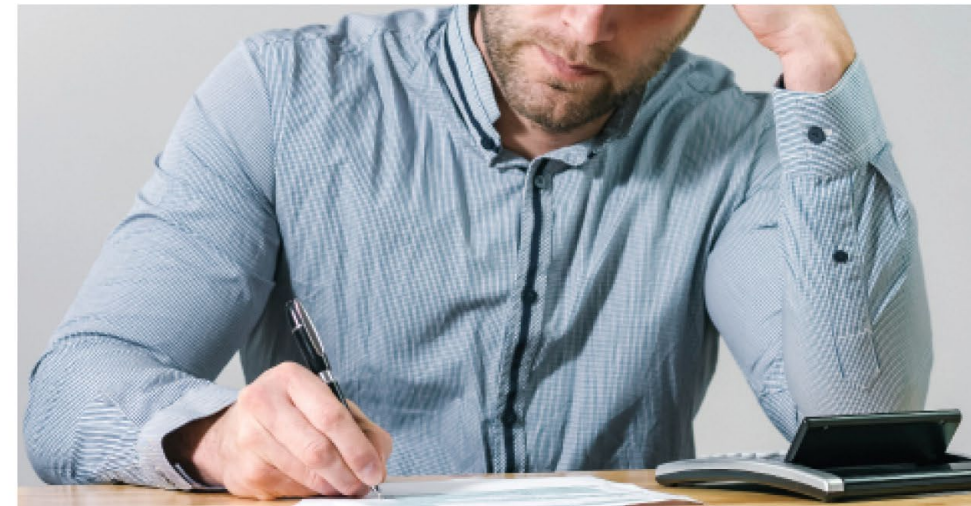
# FSA IRS Regulations

Elections cannot be changed mid-year

Qualifying status changes include:

- Marital status
- Number of dependents
- Job status
- Daycare cost/provider change

30 days to make changes



# FSA Benefits Debit Card

- Free Benefits Debit Card, Instant access to FSA funds.
- Some transactions are automated, but the IRS may require documentation for certain spending reimbursements.



## How do I get a card?

We'll automatically mail you two debit cards to the address listed in your account the first time you enroll. If you're already enrolled, continue using the debit card you have.



## Additional cards

You can request additional debit cards for your spouse or dependents from your online account. Log in, under Accounts select Banking/Cards.



## Expiring debit card

We will automatically mail you a new debit card 30 or more days prior.



## Lost or stolen cards

If your debit card is lost or stolen, you can report it in your online account or mobile app and request a new card.



# FSA Claim Filing

The best form of documentation when submitting a claim is either an explanation of benefits (EOB) from your carrier, or an itemized receipt from your provider



- Any documentation provided must contain the following information:
- When the service was received
- Where the service was received
- What service was received
- The amount/cost of the service received



# FSA Claim Filing Options



**Mobile app, online account  
or manual claims**

Processed within two business days



**Choose direct deposit or paper check**

Direct Deposit – FREE  
\$25 minimum reimbursement  
for paper checks



# Account Access



**Online Account**



**Mobile App**

# Benefits Mobile App

With our benefits mobile app, you can:



Get instant updates on the status of your claims.



File a claim and upload documentation in seconds using your phone's camera.



Report a card as lost or stolen, which cancels the card and ships you a new one.



Log in through face recognition or fingerprint (depending on your phone).



Check your balance and view account activity.



Use your benefits debit card directly from your mobile phone with Apple Pay or Samsung Pay.



Scan an item's bar code to determine if it's an IRS code section 213(d) eligible expense.



Reset login credentials.



# Contact Participant Services

Our Participant Services team is available Monday through Friday, from 6 a.m. to 9 p.m. CT, except holidays.



Live Chat



Email

[customerservice@wexhealth.com](mailto:customerservice@wexhealth.com)



Phone

**866-451-3399**

**Thank You!**

