BOE Agenda Item Executive Summary
June 10, 2024

Topic: Flexible Spending Plan (Annual)

Background Information: As part of the 1994 negotiations process, it was agreed that a Flexible Spending Plan, including a separate account for non-reimbursed medical expenses and for dependent childcare, be established effective January 1, 1995, and be available for voluntary participation by benefited employees. This plan does not include a prepaid legal plan and it does not make available any kind of insurance (cancer, life, and health) for purchase by employees.

Employee payroll deductions are deposited into Fund 96. During negotiations, the district agreed to pay all administrative fees required to operate the plan. Fund 96 interest earnings, other monies remaining in the fund because of the “use it or lose it” rule, and money transferred into Fund 96 from Fund 06 are to be used to pay administration expenses.

Application Software, Inc., (ASI) has been in place since as the flex spending claims administrator since July 2000 and has been submitted annually for continuing Board approval.

Year	**01/01/24 to 4/30/24 YTD**	**01/01/23 to 12/31/2023**	**01/01/22 to 12/31/22**	**01/01/21 to 12/31/21**	**01/01/20 to 12/31/20**	**01/01/19 to 12/31/19**
No. of employees	2,541	2,612	2,411	2,258	2,537	2,502
Total Deferred Payroll	$1,126,326	$3,250,107	$3,283,359	$3,013,419	$3,297,945	$3,438,727
Soc. Sec. Savings – Employee	$86,164	$248,633	$251,177	$230,527	$252,293	$263,063
Administrative Expenses Paid	$30,121	$88,047	$86,787	$81,273	$22,818	$96,288
Administration Fee per Month	$3.00	$3.00	$3.00	$3.00	$3.00	$3.00
Monthly Admin fee for Employee Debit cards	Waived (1,385 employees using debit card)	Waived (1,331 employees using debit card	Waived (1,242 employees using debit card	Waived (1,259 employees using debit card	Waived (1,207 employees using debit card)	Waived (1,207 employees using debit card)
Return on Investment-- Soc. Sec. Savings – District	$86,164	$248,633	$251,177	$230,527	$252,293	$263,063
SS amounts	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%