

Take Note!

Tamaqua Area School District

Advantages of a Flexible Spending Account (FSA)



- Increase your take-home pay by reducing your taxable income
- Save on eligible healthcare and/or dependent care expenses every year by using pre-tax dollars!
- Qualifying Expenses Include (but are not limited to):
 - ❖ prescription drugs/medications
 - ❖ medical/dental office visit co-pays
 - ❖ eye exams and prescription glasses/lenses
 - ❖ orthodontia
 - ❖ dependent care expenses
- Every Penny Counts!
- Come and see us for more details on the program!
- Over-the-counter medicines are now covered without a prescription!

Beginning October 13th Craig Ulrich, Kades-Margolis Financial Professional, will enroll employees in the Section 125 Flexible Spending Account Program for the plan year beginning January 1, 2027 & ending December 31, 2027.

DATE	BUILDING	TIME
Tuesday, October 13 th	Tamaqua High School	7:30am – 3:00pm
Wednesday, October 14 th	Tamaqua Middle School	7:30am – 3:00pm
Thursday, October 15 th	Tamaqua Elementary School	7:45am – 3:10pm
Friday, October 16 th	West Penn	8:00am – 9:30am
Friday, October 16 th	Admin Office	10:00am – 10:30am

Tamaqua Area SD allows up to a \$500.00 carryover for medical care expense reimbursement.

Not Interested? Please stop by and decline participation so that the district can assure the IRS that the program was properly communicated to all eligible employees.

Securities and Registered Investment Advisory Services Offered Through GWYN Securities, Inc. 11440 N. Jog Road Palm Beach Gardens, FL 33418
(561) 872-7700 Member FINRA & SIPC
Kades Margolis Corporation, a USRP company, is not affiliated with GWYN Securities, Inc.

OPPORTUNITY!

**Discuss Current
TSA/403(b)**

OR

**Start a
New One!**



Employee FAQ

Flexible Spending Account (FSA)

What is an FSA?

An FSA is an account that lets you set aside money before taxes to pay for medical, dental and vision expenses for yourself, your spouse and eligible dependents

Who is eligible for an FSA?

An FSA covers eligible expenses for you and your dependents, even if they are not covered under your primary health plan.

What expenses are eligible through an FSA?

Health plan co-pays, deductibles, over-the-counter medications, eyeglasses, dental care, and certain medical supplies are covered. The IRS provides specific guidance regarding eligible expenses. (See IRS Publication 502).

How do I contribute money to my FSA?

The amount you elect as your annual contribution will be divided by the number of paychecks for the year. This pay period amount will be deducted from each paycheck before taxes.

How do I get the funds out of my FSA?

If you have a benefits debit card, simply swipe it at the register. Otherwise, file a claim including the receipt documenting the type, amount and date. Once approved, your reimbursement check will be mailed or deposited into your bank account.

How soon can I start spending my FSA funds?

Your entire annual election amount is available on the first day of the plan year.

Can I change my election amount mid-year?

Elections can only be altered if you experience a change in status as defined by IRS regulations, such as marriage, divorce, birth, or death in your immediate family.

What happens to my FSA if my employment is terminated?

Participation in your FSA is also terminated. This means that only expenses that were incurred prior to your termination date are eligible for reimbursement.

Can I deduct healthcare expenses paid for by my FSA?

No, any expense paid for with FSA dollars cannot be claimed as a deduction.

Can over the counter (OTC) medications be purchased with my FSA?

Yes, OTC medications are eligible to be bought with your FSA.



Questions?

Contact OCA at service@ocal25.com or 609-514-0777.



Dependent Care FSA

Do you want to save 30% on daycare or caregiving expenses?

What is a dependent care FSA?

A dependent care FSA is an account that lets you set aside money before taxes to pay care providers who watch your children and eligible dependents while you're at work.

What can it be used for?

Eligible expenses include before- or after-school care for children 12 or younger, custodial care for dependent adults, licensed daycare centers, a nanny or au pair, preschools, and day camps.

How does it work?

1. During open enrollment, sign up for a dependent care FSA.
2. Choose how much money you'd like to set aside for daycare or caregiving expenses.
3. The amount of money you've chosen will be divided equally and deducted from your paycheck over the course of the year.

When can I use it?

Reimbursement won't be processed until you have enough funds in your account.

Helpful Tips

Plan ahead to maximize your dependent care FSA and use all your funds each year.

- Calculate how much you would normally spend on your dependents' care for 12 months.
- Note that there is an annual contribution limit.
- Set up direct deposit to receive reimbursements faster.
- Download the OCA Mobile App to check your account balance and send your claim by uploading a photo of your detailed receipt.

Did You Know?

- You can also use funds for a licensed after-school program or summer camp if your child is age 12 or younger or is disabled.
- If you experience a qualifying event, like having a baby or assuming care for an elderly person, you can sign up outside of the annual enrollment period.
- If your care provider changes rates or fees, you may also adjust the amount you set aside.

Sign up for a dependent care FSA and start saving today!





Flexible Spending Account (FSA) Gui

Tamaqua Area School District

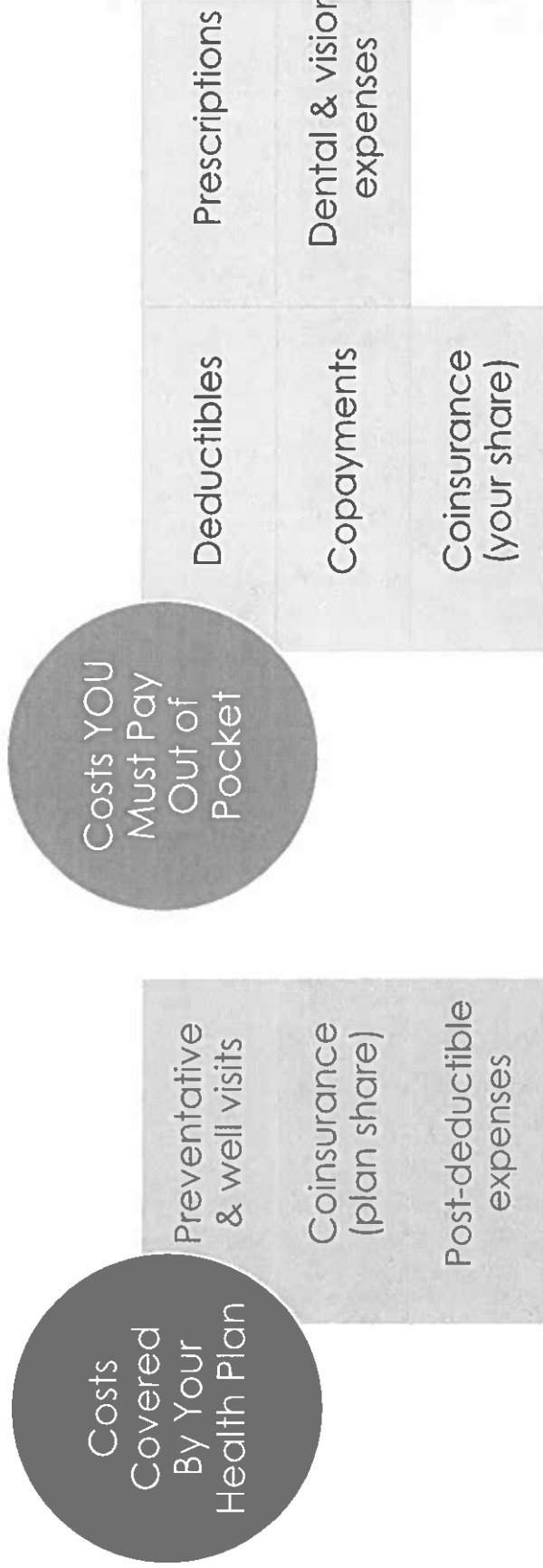
January 1, 2027 – December 31st, 2027

This brochure is designed to give you only the highlights of your Plan with OCA. For a complete description of the terms and conditions, please refer to the Summary Plan Description/Plan Information Summary which is the legal document governing this plan.



Understanding Out-of-Pocket Healthcare

Every health plan has out-of-pocket responsibilities, the degree of coverage varies by plan option



Health benefit accounts help you minimize and maximize value for out-of-pocket spending

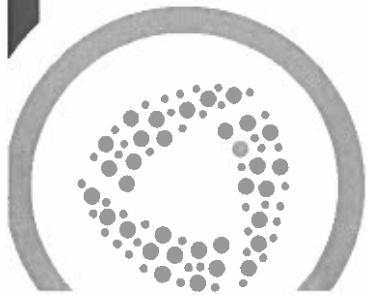


What is a Flexible Spending Account?

A Flexible Spending Account (FSA) is an IRS approved benefit that allows you to set aside a **TAX-FREE** basis to pay for unreimbursed healthcare expenses.

FSA Types

- **Healthcare FSA** allows you to use pre-tax dollars for out-of-pocket medical, dental and vision expenses. FSA will only cover the deductible, coinsurance or copayment amounts for your health plan, eyeglasses or contact lenses, dental work, orthodontia, medical equipment, hearing aids and chiropractic care. **Be sure these expenses are not reimbursed from another source.**
- **Dependent Care FSA (DCA)** covers employment-related expenses for childcare. Typical expenses under this account include charges for day care, nursery school and elder care. The primary purpose cannot be for education.



Example Short-Term Savings Potential

Let's look at how you can save money today – even if you are only contributing a small amount!

	Not Enrolled in an FSA	Enrolled in an FSA	Benefits
Before-Tax Annual Income:	\$38,000	\$38,000	
FSA Contribution	\$0	-\$500	FSA funded by pre-tax
Taxable Annual Income:	\$38,000	\$37,500	
Taxes (24.65%)	-\$9,367	-\$9,244	Pay less in federal, state, and FICA taxes
Out-of-Pocket Medical Expenses	-\$500	\$0	Out-of-pocket medical expenses paid using pre-tax dollars from your FSA
Take-Home Annual Income	\$28,133	\$28,256	Take-home income increased by \$123



Making FSA Contributions...

What are the maximum amounts that can be contributed each year to the Flexible Spending Plans?

- **Healthcare FSA annual limit is \$3,400*** (No annual minimum to participate).
You may carry over up to *\$500.00 of unused healthcare funds* into the next plan year
- Your plan runs from **January 1, 2026 to December 31, 2026**
- Contributions are deducted in **equal installments** from your paycheck during the plan year.
Deductions will be taken pre-tax and will reduce your FICA, State (NJ doesn't allow for state tax deduction) and Federal income tax!

** Limit may be higher depending on IRS release in November 2026 for 1/1/27 effective date.*



Sample Eligible FSA Expenses

Acupuncture	Eye examinations and eyeglasses	Physical therapy
Alcoholism treatment	Home health and/or hospice care	Psychiatric care, psychologists, psychotherapists
Allergy shots and testing	Hospital services	Radial keratotomy
Ambulance (ground or air)	Insulin	Sexual dysfunction treatment
Artificial limbs	Laboratory fees	Smoking cessation
Blind services and equipment	LASIK eye surgery	Surgical fees
Car controls for handicapped*	Medical alert (bracelet, necklace)	Therapy treatments*
Chiropractor services	Medical monitoring and testing	Vaccinations
Coinsurance and deductibles	Devices*	Vitamins (prescription only)*
Contact lenses	Nursing services	Weight loss programs*
Crutches, wheelchairs, walkers	Obstetrical expenses	X-rays
Deaf services -- hearing aid, etc.	Operations and surgeries (legal)	
Dental treatment	Optometrists	
Dentures	Orthodontia	
Diagnostic tests	Orthopedic services	
Drug addiction treatment & facilities	Osteopaths	
Drugs (prescription)	Oxygen/oxygen equipment	

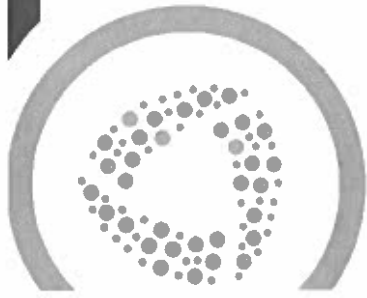
Thanks to the Coronavirus Aid, Relief and Economic Security (CARES) Act, you can use your FSA funds to buy over-the-counter medications without a prescription, like Tylenol and other heartburn medications, allergy relief and more, for the first time since 2013.



Dependent Care Account (DCA)

You can use a Dependent Care Spending Account only if you pay dependent day care expenses to be able care services can take place either inside or outside of your home. If you are married, your spouse must a school full time, or be incapable of self-care for you to be eligible.

- **Maximum Dependent Care Contribution Limit: \$7,500 per year** if married and filing a joint return or a s parent.
- Only (a) dependents under the age of thirteen or (b) dependent adults or children thirteen years or o mentally or physically incapable of self-care are covered.
- You cannot claim expenses if the service provider is your child or stepchild and are under age 19 or if service provider as a dependent for Federal income tax purposes.
- To be reimbursed, you must include the facility's name, address, and tax identification number or the number of the individual providing the dependent day care service.
- Contributions are deducted in **equal installments** from your paycheck during the plan year. Deduction tax and will reduce your FICA, State (NJ doesn't allow for state tax deduction) and Federal income tax
- **75 Day Grace Period Month Extension** - Remaining dependent care funds at the end of the plan year c to expenses in the next benefit year for up to the first 75 days of the new plan year. For example: an e contributes for 12 months but could have up to 14.5 months to incur expenses and use up their fund grace period is until the 15th day of the third calendar month after the end of the plan year.



Mid-Year Election Changes...

Participants enrolled in the FSA or DCA program cannot change their election plan year unless they have a qualifying life event.

- A participant may change his or her pre-tax election(s) under certain **Qualified Life Event** condition in your Summary Plan Description/Plan Information Summary, as well as in accordance with consistency rules.
- Only certain events would allow an individual to amend their election. Here are some events that the participant can make a change: **marriage, death of a spouse, divorce, legal separation or annulment, child, adoption or placement of a dependent, or death of a dependent.**
- Election changes must be made within 30 days of the event or during the annual election completing a Change of Status form.



Tax Savings Calculator

How much should I elect to my FSA?

<https://oca.wealthcareportal.com/Page/FsaTaxSavings>

Calculator

Home Health Tax Profile Results

We've calculated your estimated federal tax savings

Adjust your contribution with the slider below to see how much more you can save

Annual Contribution to your FSA **\$2175**

Annual Contribution to your FSA **\$84**

Contribution on Per Pay Period

Office Visits

Estimated Total Office Visit Patient Costs

Office Visit Amount: \$60.00 to Deductible **ESTIMATED COST**

Deductible Remaining after Office Visits: \$60.00

Number of Office Visits After Deductible is Met



Calculate your FSA Tax Savings

This calculator allows you to estimate your federal income tax savings based on your FSA contributions.

Calculator

Home Health Tax Profile Results

CLICK TO BEGIN >

Start by providing your health plan information below

Estimated FSA Savings Based on Health Plan Information

Contribution Amount: \$60

Office Visit Amount: \$60.00

Office Visits Coverage: 2025

Days of Coverage: 2025

Office Visits Coverage: 2025

Prescription Drug Coverage: 2025

Contribution Amount: \$60

Office Visit Amount: \$60.00

Office Visits Coverage: 2025

Days of Coverage: 2025

Office Visits Coverage: 2025

Prescription Drug Coverage: 2025



MyOCA Debit Card

How to use your MyOCA debit card – Medical FSA Only (Cannot be used for Dep

You will have a convenient **OCA debit card** to use for qualified expenses for you and your dependents. The debit card is linked to your FSA program. You may also submit claims via claim form, online claim form, or mobile app called OCA Mobile.

IMPORTANT – SAVE YOUR RECEIPTS AND EXPLANATION OF BENEFIT STATEMENTS (EOBs)

- Federal regulations require that every FSA OCA debit card transaction be substantiated in order to confirm that the transaction was for a qualified expense under the benefit plan.
- Depending on which merchant, you may or may not be required to submit a claim form and EOB (or RX stub if it's a prescription) to validate the swipe. Watch for emails from OCA that will indicate if supporting documentation needs to be submitted.





Sample Explanation of Benefits (EOB)

EXPLANATION OF BENEFITS (EOB) THIS IS NOT A BILL



INSURANCE COMPANY NAME

Online: www.insurancecompany.com

Customer Service: 1-800-XXX-XXXX

Statement Date: XX/XX/20XX

Document Number: XXXXXXXXXXXXX

Member Name: Joe Sample

Address: 123 Main Street, Apt. 301

Member ID: XXX-XXXXXXXX-XX

Group Number: XXXXX

Patient Name: Joe Sample

Date Received: XX/XX/20XX

Relation: Dependent

Provider: Dr. Martha Flores

Claim Number: XXXXXXXXXXXXX

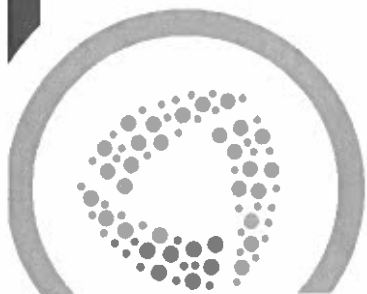
Date Paid: XX/XX/20XX

CLAIM DETAIL

Date of Service	Service Description	Provider Charges	Allowed Charges	Discount	Co-Pay	Deductible	Co-Insurance	Paid by Insurer/Plan	Patient Responsibility
1 XX/XX/XX	Follow-up Visit	\$150	\$110	\$40		- \$110	-	\$0	\$110
2 XX/XX/XX	Labwork	\$70	\$50	\$20	-	- \$50		\$0	\$50
TOTAL		\$220	\$160	\$60		- \$160			\$160

Remarks:

1 - Billed amount is higher than the maximum payment insurance allows. The payment is for the allowed amount.



How to submit a manual claim to OCA



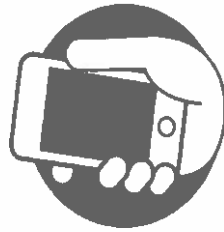
Paper Claim Form

Mail, fax, or email the copy of your Explanation of Benefits (EOB) with a completed OCA claim form. This can be mailed to 3705 Quakerbridge Rd 216, Mercerville, NJ 08619. It can also be faxed to 609-514-2778 or emailed to claims@oca125.com



Online Claim Form

Employees can file/submit claims directly through OCA's secure portal.



Mobile Claim Form

Employees can file/submit claims using OCA's mobile app. It's available in the iTunes Store and Google Play. Simply take a photo of the EOB and file your claim within seconds!

Take Advantage of Our Resources

Before you make any decisions make sure you take advantage of our resources. OCA provides helpful calculators, FAQs that can help you make FSA plan.

To access these resources please go to: OCA.wealthcareportal.com

Take Advantage of our Resources

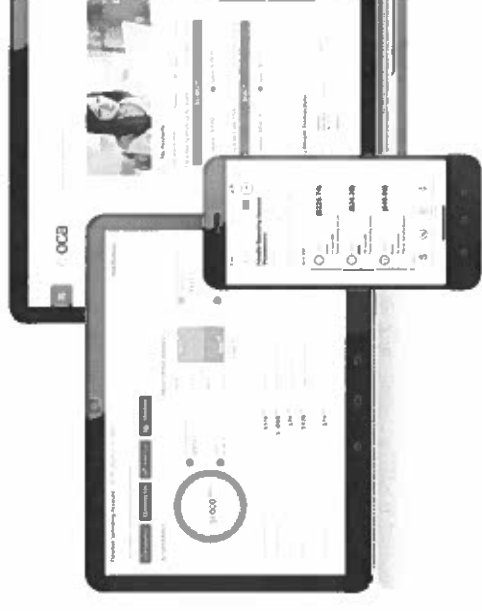




Online Meets Healthcare

Our online portal (MyOCA) offers easy access and powerful self-service tools.

- **Full account details:** View your plan details and account history, including prior year activity
- **Manage claims:** Submit new claims, upload receipts, and check claims status
- **Communications:** View a complete history of account communications and manage your personal preferences
- **Self-service:** Take advantage of expanded account servicing options to manage your debit cards, personal information, and security settings



To Access your MyOCA portal, please use the following link: <https://oca125.com/oca-acco>

Please note this will not work unless you have enrolled in the plan and the plan has gone into effect.



OCA's "Smart Account" Mobile App

Learn how to make better healthcare spending and saving decisions

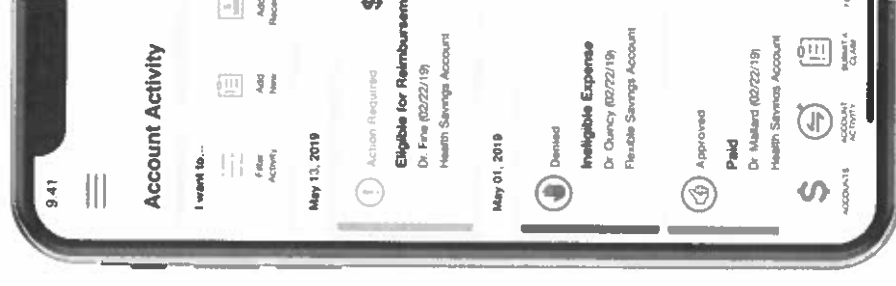
Get the most out of every healthcare dollar you spend or save

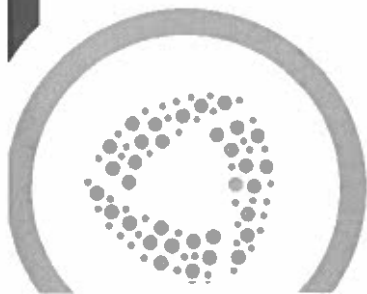
- **Virtual medicine cabinet** to help you find ways to save on your prescriptions
- **Smart score** to help you get the most savings from the app
- **Funding calculator** to help you save for the future

While doing all the things you've come to expect from a mobile app

- **Access accounts:** Check balances, view transaction history, and more
- **Manage claims:** Submit new claims, upload receipts, and check claims status
- **Receive alerts:** View real-time alerts and messages, edit your communication preferences

Download "OCA Mobile" in the google play or Apple Store!





Always-On Communication

More than 25 proactive and reactive alerts to keep you connected to your health combined with industry-leading mobile functionality comes the ability to get important information, anywhere at anytime.

Examples of the types of alerts you'll receive include:

- Account balance alert
- Account deductible met
- Account balance statement
- Card transaction denied
- Card transaction approved
- Account deposit received
- Card lost or stolen
- Reimbursement payment processed
- Email address change confirmation
- Direct deposit change confirmation



Contact OCA Today!

Have follow up questions?

Phone Number: 609-514-0777 or Toll Free at 1-855-OCA-0777

Fax Number: 609-514-2778

Service Questions: Service@oca125.com (**Questions/Inquiries**) – Any questions or inquiries regarding your claim's history, card activity, balances, etc., please email OCA's client service email.

Submitting Claims: claims@oca125.com (**Claims Processing**) – For participants choosing to email – rather than fax or use the online web portal or mobile app methods of remitting claims.

