

FLEXIBLE BENEFITS PLAN

North East Independent School District

Employer ID NBS720862

PLAN HIGHLIGHTS

Login at: my.nbsbenefits.com



Congratulations! North East Independent School District has established a "Flexible Benefits Plan" to help you pay for your out-of-pocket medical expenses. The benefits you elect are paid for with a portion of your pay before Federal income or Social Security taxes are withheld. This means that you will save money by paying less taxes and have more money to spend. However, if you receive a reimbursement for an expense under the Plan, you cannot claim a Federal income tax credit or deduction on your return.

GENERAL PLAN INFORMATION

Plan Year:.....January 1st through December 31st

Maximum Health FSA Limit.....Current IRS limit
.....See Code Section 125(i)(2) or current enrollment information

Maximum Dependent Care Limit:.....\$5,000

Deadlines to Incur Expenses on Elected Funds

Health FSA.....December 31 Plan Year End

DCAP.....December 31 Plan Year End

Deadlines to File for Reimbursement

Run-out Period:.....90 days

Health FSA and DCAP.....March 31 following plan year end

Mid-Year Terminations

FSA90 days following termination date

DCAP90 days following plan year end

Orthodontic Reimbursementas paid per service contract
.....or in full at time of banding
Upfront payment.....allowed

AM I ELIGIBLE TO PARTICIPATE

If you work 20 hours or more each week for the company, you will be eligible to join the Plan following your date of hire.

You will enter the Plan on the first day of the month following the day in which you meet the above eligibility requirements.

Highly Compensated & Key Employees

Under the Internal Revenue Code, "highly compensated employees" and "key employees" generally are Participants who are officers, shareholders or highly paid. If you fall within these categories, you may be limited in the benefits or election amounts that are available to you. Please refer to your Summary Plan Description or your HR Department for more information.

WHAT TYPE OF BENEFITS ARE AVAILABLE

Under our Plan, you can choose the following benefits. Each benefit allows you to save taxes at the same time because the amount you elect is set aside on a pre-tax basis.

Health Flexible Spending Account:

The Health Flexible Spending Account (FSA) enables you to pay for expenses allowed under Section 105 and 213(d) of the Internal Revenue Code which are not covered by our insured medical plan. Your Plan Maximum can be found in the General Plan Information section. Please note: If you contribute to this benefit, you **cannot** elect a Health Savings Account (HSA) Benefit.

Health Savings Account:

A Health Savings Account is a portable benefit which allows participants insured by a Qualified High Deductible Insurance Plan to save for deductibles and other expenses not covered under the Plan. If you participate in this benefit you **cannot** participate in the Health Flexible Spending Account benefit.

Dependent Care Flexible Spending Account:

The Dependent Care Flexible Spending Account (DCAP) enables you to pay for out-of-pocket, work-related dependent day-care cost. Please see the Summary Plan Description for the definition of eligible dependent. The law places limits on the amount of money that can be paid to you in a calendar year. Generally, your reimbursement may not exceed the lesser of: (a) \$5,000 (if you are married filing a joint return or you are head of a household) or \$2,500 (if you are married filing separate returns); (b) your taxable compensation; (c) your spouse's actual or deemed earned income.

Premium Expense Plan:

A Premium Expense portion of the Plan allows you to use pre-tax dollars to pay for specific premiums under various insurance programs that we offer you.

NBS Welfare Benefit Service Center

(801) 532-4000 or 800-274-0503

Fax: 800-478-1528

service@nbsbenefits.com



North East Independent School District Cafeteria Plan

Plan Contact Person:

Francy Leal
8961 Tesoro Drive, Suite 209
San Antonio, Texas 78217
(210) 407-0488
f.leal@neisd.net

Flexible Benefits Plan

Highlights Continued

Please note: Policies other than company sponsored policies (i.e. spouse's or dependents' individual policies etc.) may not be paid through the Flexible Benefits Plan. Furthermore, qualified long-term care insurance plans may not be paid through the Flexible Benefits Plan.

DETERMINING CONTRIBUTIONS

Before each Plan Year begins, you will select the benefits you want and how much of the contributions should go toward each benefit. It is very important that you make these choices carefully based on what you expect to spend on each covered benefit or expense during the Plan Year.

Generally, you cannot change the elections you have made after the beginning of the Plan Year. However, there are certain limited situations when you can change your elections if you have a "change in status". Please refer to your Summary Plan Description for a change in status listing.

HOW DO I RECEIVE REIMBURSEMENTS

Participant Portal or Mobile App

During the course of the Plan Year, you may submit requests for reimbursement of expenses you have incurred. Expenses are considered "incurred" when the service is performed, not necessarily when it is paid for. Claims may be submitted through your online account or the NBS Mobile App.

In order to have the reimbursements made to you for qualifying Dependent Care expenses, you must provide a statement from the service provider including the name, address, date of service, the amount of expense and proof that the expense has been incurred. In most cases, the taxpayer identification number of the service provider will also be necessary.

Claims for reimbursement must be submitted in accordance with the timelines provided in the General Plan Information section.

NBS Smart Debit Card – FSA Pre-paid MasterCard

Your employer may sponsor the use of the NBS Smart Debit Card to access your Health FSA dollars. You may use the card to pay merchants or service providers that accept credit cards, so there is no need to pay cash up front then wait for reimbursement.

Updated: 7/23/2024

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Flexible Spending Accounts

2025



Tax-free basis
+
Pre-tax dollars
=
Less taxes you
have to pay!

Mobile App Features

- » View account balances
- » View claims
- » View reimbursement history
- » Submit claims
- » Submit documentation using your devices camera
- » Set up SMS alerts
- » Edit personal info
- » View contribution details
- » View plan information
- » View eligible expenses
- » Bar code scanner

For more information
please visit
NBSbenefits.com or
the NEISD Employee
Benefits website

There are two types of FSAs:

Healthcare FSA

A healthcare FSA is used to pay for eligible out-of-pocket expenses at the time of purchase or reimburse you at a later time. It can be used by you and your dependents whether covered on these plans or not.

It can be used for:*

- » Deductibles and Co-pays
- » Dental Work/Orthodontia
- » Glasses/Contacts

2025 Healthcare FSA
Annual Contribution Limit:
\$300 up to \$3,300

Dependent Day Care FSA

A dependent day care FSA is used to reimburse expenses related to the care of your eligible dependents while you work.

It can be used for:*

- » Day care for children under 13 years old
- » Before or after school care

2025 Dependent Day Care FSA
Annual Contribution Limit:
\$300 up to \$5,000

How the FSA Plans Work:

- » You designate an annual election of pre-tax dollars to be deposited into your health and dependent care spending accounts.
- » Your total election is divided by the number of pay periods in the plan year.
- » You may make a claim for eligible expenses as soon as they are incurred.
- » Claims may be made online, by fax or with the NBS Flexcard
- » Please Remember: If you do not use all of the money in your account, you will forfeit the balance at the end of the plan year. This is often referred to as the "Use it or Lose it" provision.

FSA Savings Comparison	FSA	No FSA
Annual Taxable Income	\$57,000	\$57,000
Out-of-Pocket Expenses		
Health Care Expenses	\$1,500	\$1,500
Day Care Expenses	\$2,500	\$2,500
Total Pre-Tax FSA Contribution	\$4,500	\$0
Taxable Income After FSA	\$53,000	\$57,000
Taxes (~22%)	\$11,660	\$12,540
After-Tax Income	\$41,340	\$44,460
After-Tax Health/Dep Care	\$0	\$4,000
Take-Home Pay	\$41,340	\$40,460

*The IRS determines what expenses are eligible and ineligible and they may change from time to time. Please visit NBSbenefits.com for more information and a full list of eligible expenses.

**The limit is per participant and not per household. Therefore if a husband and wife both participate in their respective employer's FSA plans, they may have a combined household pretax contribution of \$6,600.

