

Flexible Spending Accounts

2027



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

2027 Healthcare FSA
Annual Contribution Limit:
\$300 up to \$3,400 **

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

2027 Dependent Day Care FSA
Annual Contribution Limit:
\$300 up to \$7,500

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	\$59,000	\$59,000
Out-of-Pocket Expenses		
Health Care Expenses	\$2,500	\$2,500
Day Care Expenses	\$3,500	\$3,500
Total Pre-Tax FSA Contribution	\$6,000	\$0
Taxable Income After FSA	\$53,000	\$59,000
Taxes (~22%)	\$11,660	\$12,980
After-Tax Income	\$41,340	\$46,020
After-Tax Health/Dep Care	\$0	\$6,000
Take-Home Pay	\$41,340	\$40,020

*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 \$6,800.

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benefit
services

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VALID
THRU 12/15

COSMO KARMER

