

# Weston Board of Education

## Section 125 Flexible Spending Plan Highlights and Enrollment Instructions

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- Start Date: • July 1, 2021
- Plan Year: • July 1 to June 30
- Eligibility: • Full time and part time hours per week (regularly scheduled )
  - First of the month following the date of hire.

*You do not have to be enrolled in your employer's group health plan to enroll in this Flex Spending plan.*

- Annual Elections: • Health Care (HCR): \$2,750.00 maximum
- Dependent Care (DCR): \$10,500.00 maximum  
(DCR maximum is subject to change January 2022)

- Limited Health Care: • Limited HCR: For you or your spouse enrolled in an HSA. Submit IRS HSA minimum deductible is vision & dental claims until the IRS HSA minimum deductible is met. \$1400.00 single / \$2800.00 family  
Once deductible is met all customary HCR expenses are eligible.

- 2 ½ Month Grace Period\*: • Eligible HCR & DCR expenses can be incurred up to 2 ½ months following the end of the plan year and applied \*The 2 ½ Month Grace Period & Year End Run-off Period Run Concurrently  
to any remaining account balance in the prior plan year.

- Year End 90 Day Run-off Period\*: • Reimbursements can be submitted up to 90 days following the end of the plan year.

- Claim Reimbursement: • Processed weekly (\$20.00 minimum reimbursement)

- Reimbursement Type(s): • Check / Direct Deposit

- Plan Year Payroll Deductions: • 20

- Date of 1<sup>st</sup> Deduction: • First payroll in September 2021

- Your ABS Account Manager is: • Josh at ext. 427 (josh@abs125.com)

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### Here's How to Enroll in Your Section 125 Plan Follow these simple steps:

1. If you meet the eligibility requirements, please complete the Enrollment Form.
2. Estimate your annual reimbursable health-care/dependent-care related expenses using the worksheet on the back of the enrollment form or the FSA calculator on the ABS website.
3. If you use the Dependent Care Auto-Affidavit a new form must be completed for the new Plan Year.

**Send completed enrollment form to Marisa Forchione by June 11, 2021.**

**Questions? Need Help?** First, read the "How to Save on Medical & Child Care Expenses" employee handbook. If you do not have one, contact Human Resources, visit us on the web at [www.abs125.com](http://www.abs125.com), check out the [ABS Mobile App](#) or call 1-877-732-8125 from 8:00am to 5:00pm E.S.T. Monday through Friday.