

BENEFIT ADVANTAGE – FSA

- Flexible Spending Accounts (FSAs) can help you manage your qualifying health and childcare and/or eldercare expenses while providing tax-saving benefits.
- Contributions are taken pre-tax from your paycheck in equal installments and reimbursements are tax-free (typically a **20-35% savings** for most participants).
- Your **Health FSA** election amount is available on day one! The full amount of your election is available on the first day of the plan year, giving you the peace of mind of knowing you have money available when you need it.
- **Dependent Care Account** funds are only available as they accumulate through payroll deductions.

*Quick access to your
FSA through the Secure
Enrollee Portal!*



Pelham School District Specifics:

- You can contribute up to \$3,200 to Health FSA and \$5,000 to Dependent Care Account in 2024
- 2 ½ month grace period for Dependent Care FSA
- \$640 dollar carryover for Health FSA
- Funds are deducted from your paycheck in equal installments

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Health FSA:

- You can use your funds for many eligible expenses, such as:
 - Copayments, deductibles and coinsurance
 - Prescriptions
 - Dental and orthodontia services
 - Eyeglasses and contact lenses
 - Over-the-counter medications and supplies
 - And more!

HealthTrust
Benefit Advantage



Dependent Care Account:

- You can use your funds to pay for:
 - Childcare
 - Before-school and after-school programs (kindergarten and grade school expenses are not eligible)
 - Summer day camps
 - Adult daycare
- The care provided must be for a qualifying dependent (such as a child), and the payment made to a qualifying provider (an individual or dependent care center that is in compliance with state and local law).
- The expenses must enable a single parent or both spouses to work, look for work, or to attend school full-time.

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- **There are two ways you can pay for eligible expenses:**
 - You can use a HealthTrust Benefit Advantage Debit Card.
 - You can pay for services then get reimbursed by submitting a claim reimbursement request either electronically or using a paper form.
- **Benefit Advantage Debit Card:**
 - Allows you to pay at the time of service with automatic debit from your FSA. You will be notified if a copy of the receipt is required for your purchase.
 - Charges made to the debit card are only *conditionally reimbursed* until any required receipts are received and approved by HealthTrust per IRS regulations.
- **Electronic and Paper Claims Requests:**
 - Reimbursements are made payable to you, either by direct deposit or paper check. You can submit claims in a variety of ways:
 - Online - Log in to your SEP account and click on the Benefit Advantage button.
 - Benefit Advantage mobile app.
 - Complete a paper claim form to submit via the secure Message Center in the SEP or send by mail.

SAVE YOUR RECEIPTS!

You should keep all receipts for purchases associated with your FSA expenses. HealthTrust may request copies of your documentation to verify a debit card purchase.

5 Things Every Receipt Needs to Have

All receipts submitted to HealthTrust should include the following IRS-required Information:

1. Name and address of service provider.
2. Date service and expense were incurred.
3. Name of person receiving the service.
4. Detailed description of service provided.
5. Amount charged for service.



Download the Mobile App!



Already have the app?
You can access it through **HT Mobile!**

HealthTrust
Benefit Advantage