



## BVSD FLEXIBLE SPENDING PLANS FOR 2010

¿Preguntas en español? Llame a Susana Aguirre en Recursos Humanos al 720-561-5022

Open Enrollment for the BVSD 2010 Flexible Spending Accounts: **Health, Dependent Care, and (Public) Transportation Spending Accounts** is during the month of November. These plans are also referred to as Section 125 Plans. The plan year is January 1 - December 31, 2010. Completed forms (or completed online enrollment) must be turned in to Human Resources by November 30, 2009.

Employees sign up for one of these plans to reduce taxable income through pre-tax deductions that are then used to pay for eligible expenses. These deductions reduce your current taxes and your PERA eligible salary. Because these deductions reduce your PERA eligible salary, employees within six years of PERA retirement may not want to participate.

Eligible participants in the health care spending account active on November 30, 2009 receive a matching contribution from the district up to \$120. Employees who participated in the Health Care Reimbursement account in 2007 or later can receive the \$120 district contribution without making any contribution themselves. In order to receive this benefit, you have to complete and turn in a Flexible Spending Enrollment Form to Human Resources by November 30.

BVSD offers three Flexible Spending Plans:

**Health Care Flexible Spending Account** allows you to contribute a portion of your salary (up to \$3,000) into a tax-free spending account which is used to pay for eligible medical, dental, and vision expenses for you and your eligible dependents. You will be able to use a debit card for some expenses (you still need to retain receipts).

**Dependent Care Flexible Spending Account** allows you to contribute a portion of your salary (up to \$5,000) into an account which is used to reimburse eligible daycare expenses.

**Transportation Flexible Spending Account** allows you to pay for certain public transportation expenses. Eligible expenses are for work-related mass transit expenses and possibly bicycle commuting). The limit is \$230/month.

If you choose to enroll, we recommend being conservative when estimating your election so that you are sure to spend your entire election amount. Any unused funds at the end of the year are forfeited. You cannot change your election during the plan year **unless** you have a qualifying change in status (i.e. change in marital status, change in number of dependents, change in employment status of participant or spouse). The change you elect must be consistent with the status change.

**For employees covering dependents** on the health, dental, or vision plans:

All employees who have dependent coverage are automatically enrolled in the Section 125 Pre-Tax Premium Deduction Plan. Pre-tax deductions reduce your current taxes and your PERA eligible salary. Most people in the district have their deductions done this way. However, people within six years of retirement may want to opt out of the Pre-tax Premium Deduction plan in order to maximize PERA eligible salary rather than reducing current taxes. Opting out of this benefit means your premiums are deducted post-tax. **In order to opt out, you need to complete the BVSD Section 125 – Opt Out Form during November.** If you are already opted out, you don't need to fill out the form again.

You cannot drop health or dental coverage for your dependents mid-year if you are enrolled in the Section 125 Pre-Tax Premium Deduction Plan **unless** you have a qualifying change in status (change in marital status, change in number of dependents, change in employment status of participant or spouse). The change you elect must be consistent with the status change. If you are considering individual or private coverage for dependents, you may want to **opt out** during November by completing the BVSD Section 125 – Opt Out Form

Enrollment forms are available at: <http://bvsd.org/benefits/Pages/flex.aspx>; questions: please call Susana Aguirre in HRD at 720-561-5022.