Dependent Care Flexible Spending Account

Why should I choose a Dependent Care Flexible Spending Account (FSA)?

A Dependent Care FSA is a benefit that allows you to choose how much of your paycheck you'd like to set aside, before taxes are taken out, for eligible dependent care expenses each year. The Dependent Care FSA lets you pay for eligible dependent care expenses while you reap the benefits of additional tax savings. You're spending the money either way. This way, eligible childcare and other dependent care costs are a little less. *

**Savings chart based on a 30% tax bracket.*

The IRS sets the maximum dollar amount you can elect and contribute to a Dependent Care FSA. The annual contribution limit is:

Per household - **$7,500** (married and filing jointly or single parent); per person (if married or filing separately) - **$3,750**

Funds available as you contribute. Funds will be available to you as they're deducted from your paycheck and contributed to the plan. This means when payroll is processed and your paycheck is available to you, your Dependent Care FSA contributions will be applied to your account and available for reimbursement.

Use-or-lose. Don't forget to spend your FSA dollars. If you have not used all of your FSA dollars before the end of the plan year, you will forfeit any money left in your account. Check with your employer to confirm how many days you have to submit claims for reimbursement after the plan year ends.

Changing your Dependent Care FSA election. In order to make changes to your election after open enrollment, you need to experience a qualifying life event, such as:

- Change in marital status
- Change in the number of dependents
  Increase due to birth, adoption or marriage
- Decrease due to death, divorce or loss of eligibility
- Gain or loss of eligibility due to a change in participant, spouse or dependent employment status
- Change in daycare providers
- Child turning age 13
- Increase or decrease in the cost of qualifying daycare expenses
- Judgement, decree or order requiring a change in coverage

If you experience a qualifying life event, contact your employer to make changes to your election.

Out-of-Pocket Expenses	Annual Average	Taxes Saved (30% Tax Bracket)
After-School Care	$4,000	$1,200
Summer Day Camp	$1,000	$300
Total	**$5,000**	**$1,500**

What does it cover?

The list includes, but is not limited to, eligible:

- Childcare center, babysitter, nanny (birth through age 12)
- Summer day camp
- Before or after-school care
- Disabled dependent and/or spouse care
- Elder care

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Eligible Dependent Care Expenses

Child Care Expenses	Eligible
Activity fees	No
After school program	Yes
Au Pair	Yes
Babysitting (work related, in your home or someone else's home)	Yes
Babysitting (not work related, for other purpose)	No
Babysitting by your relative who is not a tax dependent (work-related)	Yes
Babysitting by your tax dependent (work-related or for other purpose)	No
Before or after school programs	Yes
Child care	Yes
Dance Lessons	No
Dependent care (while you work, to enable you to work, or look for work)	Yes
Educational, learning or study skills services	No
Extended care (supervised program before or after regular school hours)	Yes
Field trips	No
Household services (housekeeper, maid, cook, etc)	No
Housekeeper who cares for child (only portion of payment attributable to work-related child care)	Yes
Kindergarten tuition	No
Language classes	No
Late payment fees	No
Meals, food or snacks	No
Medical care	No
Nanny	Yes
Nursery school	Yes
Payroll taxes related to eligible care	Yes
Piano lessons	No
Pre-school	Yes
Private school tuition (for kindergarten and up)	No
Registration fees (required for eligible care, after actual services are received)	Yes
Registration fees (required for eligible care, prior to actual services received)	No
School tuition	No
Sick child care	Yes
Sleep-away camp	No
Summer day camp	Yes
Total payments (transferred from previous administrator)	Yes
Transportation to and from eligible care (not provided by your care provider)	No
Transportation to and from eligible care (provided by your care provider)	Yes
Tutoring	No

Elder Care Expenses	Eligible
Adult day care center	Yes
Custodial elder care (not work related, for other purpose)	No
Custodial elder care (work-related)	Yes
Day nursing care	No
Elder care (while you work, to enable you to work, or look for work)	Yes
Elder care (in your home or someone else's)	Yes
Medical care	No
Nursing home care	No
Senior day care	Yes
Total payments (transferred from previous administrator)	Yes
Transportation to and from eligible care (not provided by your care provider)	No
Transportation to and from eligible care (provided by your care provider)	Yes

Two ways to pay: Use your CAS debit card to pay your provider or use the claim form to submit your claims for reimbursement.