

USBAFLEX



A Comprehensive
Flexible Spending
& Employee Benefits
Provider

our bottom line
IS IMPROVING
YOURS.

www.usbaflex.com



Introducing USBAFlex

ISBA is pleased to partner with USBAFlex to offer districts the opportunity to provide an additional very low-cost employee benefit. USBAFlex is also exclusively endorsed by the National School Boards Association for providing flexible spending arrangements through State Associations.



What is USBAFlex?

USBAFlex was created in response to requests by educational institutions for three major customized services:

- 1 A tax-free product beneficial to both employee and employer.
- 2 A cost-effective program compatible with a restricted educational budget.
- 3 An experienced and individualized customer service group. Nearly three decades of experience has allowed us to distill employee benefit administration down to its simplest form.

What does USBAFlex Provide?

USBAFlex provides customized benefit administration to school districts nationwide. We specialize in products that increase both district and employee profits through pre-tax initiatives. Our products and services include:

Flexible Spending Arrangements

A Health Flexible Spending Arrangement allows an employee to pay for qualified medical, dental, and vision expenses with pre-tax dollars. The benefit of paying for your expenses before taxes, is that it will reduce your taxable income. Therefore, you pay less federal, state, medicare and social security taxes, which in turn increases the employees take home pay.

Health Savings Account

Health Savings Accounts are individual savings accounts that you can use to pay for qualified health care costs tax free. An HSA provides you with a triple tax benefit. The money goes into the account tax free, comes out tax free and earns interest tax free. Plus, any unused funds rollover from year to year and continue to earn interest tax-free.

Transportation

A Qualified Transportation Plan (Section 132) allows employers to offer transportation fringe benefits to employees on a tax free basis. This will allow employees to be reimbursed for qualified parking, transit passes, and transportation in a commuter highway vehicle as long as the travel is between the employee's residence and place of employment.

Dependent Care Assistance Program

The Dependent Care Assistance Program is also a Flexible Spending Arrangement (FSA). The funds set aside in this account can provide additional tax savings for expenses incurred for the daycare of a child (under the age of 13) or the care of a tax dependent that is incapable of self-care. The expenses must enable the employee and spouse to be gainfully employed. Those amounts paid for food, lodging, clothing, and education generally won't qualify for reimbursement under this Plan.

Limited Flex

A Limited-Purpose Health FSA has all the same tax benefits of a general purpose FSA, however; this account is exclusively limited to dental, vision, and preventative care expenses, as determined by the employer. These accounts are generally used in conjunction with a Health Savings Account to maximize the additional tax benefit of qualified medical expenses and to allow funds to grow in the HSA plan for future retirement expenses.



If we want to offer this benefit to our employees, how does this affect our district?

Your district will save payroll taxes on every dollar your employees put through your pre-tax plans. As your employees contribute they will be able to take home more money and your company will save- it's a win-win situation for your employee and for you!

USBAFlex will provide your employees with simple to understand communication materials that have been proven to work. Accessing information is made easy through our online secure web portal. An employer can access all employer reports, plan documents, employee information materials and employer newsletter online. This information is available 24/7 and if you should have any questions you can also access a personal customer service representative Monday - Friday, 7am - 5pm. But most important is that USBAFlex is your experienced partner who will guide you through administering your health care plan in a fast and money saving process!



Misty Jones
Idaho School Boards Association

As a Program Administrator:
I use the USBAFlex program for my health flexible spending but I am also the administrator for the ISBA employee's plan. The website is easy to use and I can easily access reports needed for payroll. Plus, anytime I have a question, USBA Flex responds to my email or phone call immediately. They have been great to work with!



Jessica Harrison
Idaho School Boards Association

As an Employee:
For over a year, I have used the USBAFlex program for my health flexible spending. I can either use my USBAFlex card to purchase prescriptions or pay my doctor co-payments. Or, I can submit my claim forms through their convenient website and I receive a refund check. The claim reimbursement program is very user-friendly and quick. Plus, I receive the reimbursement check fast! By using the USBAFlex program, I have saved a lot of money each year since the expenses are taken out of my paycheck pre-taxed.

Testimonials



What is a Health Flexible Spending Account?

Although your district offers a very good benefits package, there are always expenses that are medically necessary but not covered by a Health or Dental plan. Common examples are office and prescriptions co pays, deductibles and coinsurance expenses also known as “out of pocket expenses.” These un-reimbursed health expenses can be taken out of your paycheck on a pre-tax basis. Saving participants sometimes hundreds of dollars each year! Most taxpayers cannot take advantage of the Medical and Dental tax

deduction when filing their returns. The reason is the IRS requires that individuals must have medical and dental expenses that exceed over 7.5% of their adjusted gross income! This is why flexible spending accounts are so valuable. See some of the qualified health expenses that can be reimbursed under this plan. You might be surprised on what can be deducted and how quickly they add up, even in for a “Healthy Family.” For a complete list check with your tax advisor or look on the IRS Web page at <http://www.irs.gov/pub/irs-pdf/p502.dp>



What is a Dependent Care Flexible Spending Account?

Although this benefit can be used for any dependent that needs assistance, most people associate this benefit with day care expenses. The allowable tax expense under this benefit is higher than an individual filing on personal taxes. The IRS maximum amount allowed to be deducted under this plan is \$5,000 for a family or if a couple filing separately \$2,500. Equally important, you don't have to wait until the end of the year to get your tax break. Under this program you get the tax break every time you get paid. However, you can only be reimbursed for the amount that has been deducted from your paycheck.

I'd like to know more, who should I contact?

Paula Summers

860 East 9085 South
Sandy, UT 84094

Toll-Free: 877.872.2125
Email: info@usbaflex.com
Web: usbaflex.com

www.usbaflex.com

Chat live online, or request a quote

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