



A **Dependent Care Flexible Spending Account** allows you to use pre-tax dollars to pay for eligible expenses related to care for your loved ones while you work, look for employment, or attend school full-time.

## ELIGIBILITY:

- ✔ **Dependent care expenses must be work related.** The care must be necessary for the employee and/or the employee's spouse to work, look for work, or attend school full-time, or if they are physically unable to care for their children.
- ✔ **Dependent care expenses provided during a calendar year cannot exceed \$5,000 per household or \$2,500 if married, filing taxes separately .**

## QUALIFICATIONS:

**Dependent Care must be for one or more qualifying persons:**

- ✔ A dependent child who was under the age of 13 when care was provided & for whom a tax exemption can be claimed.
- ✔ A spouse who was physically or mentally unable to care for themselves & lived with you for more than half the year.
- ✔ A dependent who was physically or mentally unable to care for themselves & for whom an exemption can be claimed and lived with you for more than half the year.

## DIVORCED OR SEPARATED PARENTS:

Special rules apply to children of divorced or separated parents. Even if you cannot claim your child as a dependent when filing your taxes, they can be treated as your qualifying person if all of the following are true:

- Child was under age 13 or was not physically or mentally able to care for themselves.
- One or both parents provided more than half of the child's support for the year & are divorced, legally separated, or lived apart at all times during the last 6 months of the calendar year.
- One or both parents had custody of the child for more than half of the year.
- You were the child's custodial parent. Meaning you had custody for the greater portion of the calendar year.
  - If the child was with both parents for an equal number of nights, the parent with the higher adjusted gross income is the custodial parent.
    - A non-custodial parent that is entitled to claim the child as a dependent on their tax return may not treat the child as a qualifying individual for the dependent care benefit when that parent is financially responsible for providing the care.



# Dependent Care FSA Plan



## ELIGIBLE EXPENSES:

- ✓ Licensed daycare services
- ✓ Before & after school care programs for dependents under age 13
- ✓ Nanny/Babysitter/Au Pair expenses attributed to dependent care
- ✓ Late pick-up fees
- ✓ Nursery School or Pre-School Programs
- ✓ Day, Summer, or Holiday Camp fees - primary purpose must be custodial care
- ✓ Qualifying custodial care for dependent adults

## INELIGIBLE EXPENSES:

- Medical expenses
- Daycare/Babysitter expenses for non-work-related reasons
- Activity fees/school supplies
- Food, clothing and entertainment
- Transportation expenses
- Child support payments
- School registration or tuition K-12
- Overnight camp expenses
- Late payment charges
- Sports lessons or field trip expenses



Note: This list represents expenses generally considered eligible or ineligible for reimbursement. This is intended as a general guide, not a comprehensive list.