The Seattle School District provides a Flexible Benefits Plan (Section 125 Plan) to any employee who receives a District contribution for group benefits. Under this plan, you can purchase certain benefits (identified below) with a part of your pay that is entirely free from federal income and Social Security taxes. This means that you will pay less tax and have more money to spend and save.

Under the plan you can choose to use a portion of your pay, with tax-free dollars, for one or more of the following plans:

Premium Conversion - You can use tax-free dollars to pay for your share of the medical premiums through payroll deduction. Note: If you are covering a domestic partner, you are not eligible to participate in the premium conversion portion of the Flexible Benefits Plan.

Health Care Flexible Spending Account - This account allows you to be reimbursed for out-of-pocket medical, dental or vision expenses incurred by you and your tax qualified dependents up to a maximum of $3,600 per year.

Dependent Day Care Flexible Spending Account - This allows you to use up to $5,000 per year of tax-free dollars to pay for tax qualified work related dependent care costs.

Premium Reimbursement Account - This allows you to use tax-free dollars to pay for certain tax qualified individual insurance plans that are not offered by the District. This could include expenses for individual medical plans, Medicare Part B, etc.