



MOUNT VERNON SCHOOL DISTRICT

Congratulations on your new position! As a newly hired school employee, we want to inform you that you may qualify for a \$200 contribution, paid by your employer. If you qualify, these funds will be deposited in a flexible spending arrangement (FSA) in January of each year you qualify. An FSA is used to pay for eligible medical, dental, and vision expenses for yourself, your spouse or state-registered domestic partner (SRDP), and any other dependents (regardless of whether they are on your School Employee Benefit Board (SEBB) Program health plans). These funds can be used for out-of-pocket health care costs such as your annual deductible or copays, or for qualifying items you can purchase at the store such as a first-aid kit or sunscreen that is SPF 15 or higher. You can find a complete list of eligible FSA expenses on Navia's website at sebb.naviabenefits.com.

Do I qualify?

You likely qualify if you meet the following criteria:

- You are employed in a SEBB benefits-eligible position on January 1.
- You participate in SEBB Program benefits.
- Your annual earnable compensation, as defined in Chapter 41.32 (TRS) or 41.35 (SERS) RCW, on June 30 of the previous year is \$40,000 or less for a full-time equivalent position.
- You or your spouse or SRDP are **not** enrolled in a high-deductible health plan (HDHP) with a health savings account (HSA).

We know this is a long list of criteria to sort through. If you have a question about whether you qualify, please talk to your payroll or benefits office or review the [CBA FSA flow chart](#) to help you navigate eligibility questions you might have.

If you qualify, you will receive the funds in January

Each year, Navia Benefits Solutions, the FSA administrator, will mail a letter to recipients confirming they have received the \$200. You can also expect to receive a welcome letter and, if you have not received one within the past three years, a blue Navia Benefits Debit Card (this will be mailed in an unmarked envelope for security).

Finally, recipients will receive a letter in July from the SEBB Program reminding them about their funds if they have not yet spent the \$200.

For more information

To learn more about eligibility, visit hca.wa.gov/erb or watch a short video (https://youtu.be/_NdIMUYUM5I). You can also contact our payroll department with any questions.