

Volume I

January 2020

Hot Topics

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Benefits Spotlight



New Year, New You...

Welcome to a new decade! As we enter the new year, we make resolutions; resolutions to better ourselves in our finances, health, and other areas of our lives. Here are a few programs NEISD has to help you meet your resolution goals for 2020.

- Shape up those Finances!
 - [Deer Oaks](#) offers financial planning and consultations that can help you get your finances back on track and the service is free!
- Enjoy Life More
 - Utilize [Deer Oaks'](#) services to help with emotional health so you can enjoy life more. Counseling services are available for free; not just for you but for anyone in your household.
- Quit Smoking
 - For our Blue Cross Blue Shield (BCBS) members, [WellOnTarget](#) Tobacco Free Program- a tobacco cessation program available online or by telephone.
- Lose Weight, Get Fit, Eat Healthier

On January 15th, our Wellness Coordinator sent an email District wide describing all of the wellness initiatives NEISD has to help in these areas. Check your email for details.

- [Biometric Screenings](#)- free for all benefits eligible employees. Know your numbers! This is the first step to improving your overall health.

Cheers to a new you!

Update Your Beneficiaries



The start of the new year is always a good time to review your beneficiaries to ensure your assets go to the right person/people.

Here's a few beneficiary related items you might want to check:

- Life insurance policies
 - NEISD Basic Life (NEISD provides \$15,000 for every employee automatically at no cost to the employee). Login to Lawson to review and update your beneficiary on file.
 - UNUM life insurance (supplemental employee, spouse and child life insurance). Be sure to review and update Lawson for this beneficiary.
- Final paycheck
 - Often times this goes overlooked. Who will receive your final paycheck? Update this beneficiary in Lawson as well.
- Retirement Accounts
 - Review and update your beneficiary on file with each provider you have an account. Don't forget [TRS!](#)
- Bank Accounts
 - Review and update your beneficiaries with each bank account you have open.

Taking care of these items ahead of time will save your family and/or estate time and avoid some frustration.

Lastly, you may want to consider a will to assist your family with this process and to avoid your assets going to probate which can take time and can be costly.

- Did you know Deer Oaks' *Legal Assist* can provide legal counseling and a free simple will? Contact Deer Oaks today! 210-615-8880 or <http://www.deeroakseap.com>

HSA/FSA- What can I buy?

Throughout the year, employees can use HSA/FSA funds for qualified medical expenses not covered by their health plan. These can include co-pays, deductibles, prescriptions and a variety of medical products. Also covered are services ranging from dental and vision care to eyeglasses, contacts and hearing aids.

It is the employee's responsibility to ensure the expenses are "qualified medical expenses". In the event of an IRS audit, IRS will review your receipts for the use of these funds...so maintain your receipts!

For a list of what is a "qualified medical expense", refer to [IRS Publication 502 Medical and Dental Expenses](#).

For IRS specific information related to HSA and FSA, refer to [IRS Publication 969 Health Savings Accounts and Other Tax-Favored Health Plans](#) (page 8 for HSA and page 16 for FSA).

Both of these publications mention "For use in preparing 2018 returns", an update for 2019 returns has not been released.

Remember, HSA funds rollover year to year, FSA funds do not, so use them or lose them!



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It's Tax Season! Are you ready?

As we start preparing to submit our personal income tax returns, there are many forms and receipts to gather. The next few newsletters through April will contain some helpful information to help you prepare your taxes. This month we are focusing on HSA. HSA Bank has provided the following helpful tips for filing IRS form 8889.



- [Reporting Your HSA](#)
- [Tax Form Tips IRS Form 8889](#)

On another note...

- 1095-C forms (the forms that provide your health insurance coverage information) will be distributed by the IRS deadline of March 2nd.

This concludes our Benefits Spotlight!

**If you have any suggestions/concerns/compliments,
 please let us know.**