

**AMENDMENT TO THE
FLEXIBLE SPENDING ACCOUNT PLAN**

This Amendment to the **Cafeteria Plan** (the "Plan") is adopted by Glen Ridge Board of Education (the "Employer"), effective as of the dates set forth herein.

NOW, THEREFORE, effective as set forth below, the Plan is amended as follows:

A. Effective 06/15/20 and limited to the plan year 07/01/2019 – 06/30/2020, the following provisions should be added as an Appendix to the Summary Plan Description 9. Grace Period & Run-out and 10. Benefit Grace and Run-Out Information:

- a. WHEREAS, with the IRS Notice 2020-29, Glen Ridge Board of Education desires to amend the Plan limited to the plan year 07/01/19 – 06/30/2020, to adopt a Grace Period and permit employees until 12/31/2020 to incur and submit claim reimbursements for the Dependent Care Flexible Spending Account for the 07/01/19 – 06/30/2020.
- b. Reimbursements will only be processed if there is an eligible claim and a remaining balance in the employee's Dependent Care account.
- c. The Grace Period will begin on the first day of the next Plan Year and end on 12/31/2020.
- d. The Grace Period will be subject to the additional rules listed in the Summary Plan Description.
- e. The Grace Period for the Dependent Care FSA will only be in effect for the 07/01/2019 – 06/30/2020 plan year.

B. Effective 06/15/20 and limited to the plan year 07/01/2019 – 06/30/2020, the following provisions should be added as an Appendix to the Summary Plan Description 11. Carryover:

- a. WHEREAS, the Employer would like to allow the Carryover of up to \$500 of unused Health FSA funds to the 07/01/2020-06/30/2021 plan year.
- b. Only those Health FSA participants with remaining Health FSA funds from the 07/01/19 – 06/30/2020 will have funds carried over into the 07/01/2020-06/30/2021 plan year.
- c. The Carryover will be subject to the additional rules listed in the Summary Plan Description (see 11. Carryover).
- d. The carryover provision for the Health FSA will only be in effect for the 07/01/2019 – 06/30/2020 plan year.

Glen Ridge Board of Education

By: _____

Title: _____

**SUMMARY OF MATERIAL MODIFICATIONS
TO THE FLEXIBLE SPENDING ACCOUNT PLAN (the "Plan")**

This document summarizes important changes to your Flexible Spending Account Plan. If you have any questions regarding the changes summarized in this Summary of Material Modifications ("SMM"), you should contact Glen Ridge Board of Education. You should keep a copy of this SMM with your Summary Plan Description for future reference.

Effective 06/15/20 and limited to the plan year 07/01/19 – 06/30/2020, the Employer has amended the existing Plan documents to adopt a Grace Period and permit employees until 12/31/2020 to incur and submit claim reimbursements for the Dependent Care Flexible Spending Account for the 07/01/19 – 06/30/2020 plan year consistent with the requirements set forth in the amendment document; and allow employees to carryover up to \$500 of their unused Health FSA funds from the current 07/1/2019 – 06/30/2020 plan year into the upcoming 07/1/2020-06/30/2021 plan year consistent with the requirements set forth in the amendment document.

The following additional rules will apply to the Grace Period for the Dependent Care FSA:

- Reimbursements will only be processed if there is an eligible claim and a remaining balance in the employee's Dependent Care account.
- The Grace Period will begin on the first day of the next Plan Year and end on 12/31/2020.
- The Grace Period will be subject to the additional rules listed in the Summary Plan Description.
- The Grace Period for the Dependent Care FSA will only be in effect for the 07/01/2019 – 06/30/2020 plan year.

The following additional rules will apply to the Carryover for the Health FSA:

- Only those Health FSA participants with remaining Health FSA funds from the 07/01/19 – 06/30/2020 will have funds carried over into the 07/01/2020-06/30/2021 plan year.
- The Carryover will be subject to the additional rules listed in the Summary Plan Description (see 11. Carryover).
- The Carryover provision for the Health FSA will only be in effect for the 07/01/2019 – 06/30/2020 plan year.