Flores

Allowable Dependent Care Expenses

The DCFSA can reimburse you for daycare expenses provided for your dependents so that you (and your spouse, if you are married) can work. Care must be for a dependent child under the age of 13 or a dependent of any age that lives in your household and is incapable of self-care. This is a general listing of accepted items. Please check your company's plan documents for specific exclusions. To verify if a certain expense is covered if it is not listed below, please call 1-800-532-3327.

Expense		Allowed?	Comments
After-school care or extended day programs (supervised activities for children after the regular school program).		Yes	These programs are generally custodial in nature although children may be supervised by qualified adults the primary purpose of the program is to care for children while parents are at work.
Au pair		Yes	With the exception of airfare and other fixed costs as long as the expenses are within plan year.
Babysitter (inside or outside participants' home)		Maybe	Yes, unless babysitter is child of participant (or spouse) under 19 years of age or is otherwise claimed as a dependent by the employee or spouse on their federal tax return. Also, the primary purpose must be to care for children while the parents are at work.
Custodial or elder care expenses		Maybe	Eligible to extent not attributable to medical services as long as care is for legal dependent of participant.
Educational Expenses – First Grade and above		No	
Educational Expenses – Kindergarten		No	If child attends ½ day kindergarten and ½ day daycare the expenses may be prorated accordingly and the daycare charges may be reimbursed.
Educational Expenses – Nursery School		Yes	Eligible as long as the primary purpose of the expense is custodial care so the parent can work. Most nursery schools (even Montessori) are custodial in nature.
FICA and FUTA taxes of daycare provider		Yes	
Food Expenses		Maybe	Yes, if included in daycare charges. No, if separate charge.
Household services (housekeeper, maid, cook)		Maybe	Yes, if primary purpose is custodial care and household services are incidental.

Expense		Allowed?	Comments
Incidental Expenses (Diaper or Activities Fees)		Maybe	Yes, if included in daycare charges. No, if separate charge
Membership Dues/ Fees		No	Not even if necessary for child to participate in after-school program. Only charges for actual after-school care is reimbursable.
Nanny Expenses		Maybe	See Au pair and Household Services expenses above
Overnight camp expenses		No	
Registration fees		Maybe	Generally ineligible as most registration fees do not go toward care of child (example: registration fee for nanny or au pair services). Will qualify if the fee must be paid in order to obtain care. However, the fee should not be reimbursed until care is provided. Registration fees that are forfeited because a different provider was selected are not reimbursable.
Relative (when the relative is the caregiver)		Yes	As long as the relative is not a dependent child under the age of 19.
Sick-child center		Yes	As long as services are to provide care for child while parents work.
Sick employee (care for a child while parent is sick)		Maybe	No, for long-term illness. Yes, for short-term illness.
Summer day-camp		Maybe	Eligible to the extent attributable to care for dependent regardless of whether the program includes instruction for sports or other extra-curricular activities. The primary purpose of the expense for summer day camp should be custodial and not educational.
Transportation expenses		Maybe	Yes, if included in daycare charges. No, if separate charge.
Tuition		No	Education expenses for kindergarten and up are not reimbursable.