Per statute, as a public charter school, your group is eligible to offer the NCFlex voluntary benefits to your employees.

There are no fees to offer the NCFlex voluntary benefits to your employees. Per statute NCGS 126-95 that governs the NCFlex program, all the NCFlex products are offered pre-tax. The savings in the employer's share of contributions under the Federal Insurance Contributions Act (FICA) due to the reduction in the employee's salary are used to pay the administrative expenses of the NCFlex program. Since the products are pre-tax, you as the employer don't have to pay FICA (Medicare & Social Security) taxes on the premiums that are deducted pre-tax. What you as the employer would have had to pay if the premium was included as part of the employee's taxable income is instead paid to the Office of State Controller to administer the NCFlex program.

The NCFlex benefit program includes the following benefit offerings:

- Health Care Flexible Spending Account
- Dependent Day Care Flexible Spending Account
- Dental
- Vision
- Accident
- Cancer
- Critical Illness
- Group Term Life
- Accidental Death & Dismemberment
- TRICARE Supplement for Retired Military

There are many advantages of participating in the NCFlex benefit program such as:

- Low rates – having such a large group of eligible employees gives us buying power
- Easy administration – NCFlex shares the same enrollment platform as the State Health Plan
- Transferable among state agencies, universities, select community colleges, and select charter schools
- A variety of benefits to meet the changing needs of employees

A brief overview of the NCFlex program can be found HERE. For additional information and more detail, go to www.ncflex.org.

If you have any questions about the NCFlex voluntary benefits or would like more information, please contact Linda Forsberg at linda.forsberg@nc.gov. If you want to move forward with offering the NCFlex benefits to your charter school employees complete this NCFlex New Group Intake Form.