

Child Care Plus overview

What is Child Care Plus?

Child Care Plus® provides you with financial assistance for eligible childcare costs when you need to be at work.

You could receive up to \$275 per month, per eligible child. Any childcare provider outside of your home watching more than six children will need to be licensed. You'll be required to provide documentation to validate your eligibility for the program.

How do I enroll for 2024?

You can enroll at anytime for this year, or beginning Oct. 1 for 2024, by logging in to [My Benefits Resources](#), or by calling the Global HR Service Center at **800.556.6044**. Note: Your Child Care Plus eligibility won't begin until the first of the month in which all required documentation is submitted and your enrollment is approved.

What documentation will I need to provide to enroll?

You'll need to provide copies of the following documents. Send copies only, as originals cannot be returned:

- **Proof of eligible dependents** (first two pages of your most recent federal income tax return)
- **Proof of age** for each child you wish to enroll (birth certificates)

What if my child turns 13 in 2024?

Childcare expenses for children turning 13 (or 21 for dependents incapable of self-care) will become ineligible for reimbursement as of the last day of their birth month. Visit [Childcare reimbursement](#) for more information about the eligibility period.



Child Care Plus Program eligibility requirements:

You may be eligible if you're an active, full- or part-time teammate based in the U.S. or Puerto Rico, and meet the following criteria:

- You earn less than \$100,000 in Performance Year Cash Compensation (PYCC). [Find your current PYCC.](#)
- You require childcare for your eligible dependents during your Bank of America work schedule (e.g., Monday through Friday 8 a.m. to 6 p.m.). Childcare costs for personal reasons or any other job you have outside of Bank of America aren't eligible for reimbursement.
- You're responsible for childcare costs for your child, 12 years or younger or 20 years or younger and incapable of self care, who lives with you for at least half the calendar year.
- Generally, you or your spouse or partner claim your child as a dependent on your federal income tax return.

You're eligible to continue to submit claims for eligible childcare when on a paid leave of absence.

See plan terms for more information.

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If I enroll in Child Care Plus, can I also contribute to a Dependent Care Flexible Spending Account if eligible?

Yes, you can enroll in both; however, the IRS limits tax-advantaged dependent care assistance programs. This includes Child Care Plus reimbursements, employee contributions to a Dependent Care FSA, and the bank's portion of the cost of care for the Back-Up Care Advantage Program™.

For the latest IRS limits, visit the [Dependent Care Flexible Spending Account](#) page on HR Connect for more details about eligibility and enrollment.

Who qualifies as a childcare provider?

- Childcare centers
- Before- and after-school programs
- Military base programs
- Church-sponsored programs
- Neighbors
- Babysitters
- Family friends
- Relatives

Childcare providers must be at least 19 years old, and must **not** be in a parenting role or live in the same household as the eligible child.

Any childcare providers caring for more than six children must be licensed. You or your provider will be required to submit the license number with your first reimbursement request. If the license number is not provided, you won't be reimbursed.

How am I reimbursed?

Visit [My Benefits Resources](#), click the Child Care Plus tile, and follow the instructions. You'll have until March 31, 2025 to submit any expenses incurred in 2024. Reimbursements are made through your normal payroll process. Review [FAQs](#) for more detail on required documentation for reimbursement.

Childcare expenses incurred before all required documents are received and approved won't be eligible for reimbursement.

Questions?

Call the Global HR Service Center at **800.556.6044**, Monday through Friday, 8 a.m. to 8 p.m. Eastern (excluding certain holidays).