Paycheck Benefit Deduction Overview

Paycheck benefits example for bargaining units who receive flex dollars from the District.

- Benefits are deducted twice a month (excluding July and August for 10 month employees).
- Summer deposit is for July and August benefits collected over the 12 checks from January to June.
- Summer deposit is in addition to the regular benefit deductions taken.
- Summer deposit is collected on all 10 month employees.

How do I calculate my costs on my paycheck?

1. Add your District Contribution under Hours and Earnings together
   - $266.00 Medical Credit ACA
   - + $134.00 Flex Credits Pay
   - = $400.00 Bi-weekly District Contribution

2. Add your before and after tax benefit deductions together
   - $374.00 Medical Insurance
   - + $15.92 Dental Insurance
   - + $0.28 Basic Life Premium
   - + $2.52 Additional Life
   - + $11.14 Long Term Disability
   - + $88.35 Optional Life – Employee
   - + $4.65 Optional Life – Spouse
   - + $0.00 AD/D – Optional (not shown above)
   - + $0.00 AD/D – Spouse (not shown above)
   - + $0.00 Dependent Life (not shown above)
   - + $0.00 Short Term Disability (not shown above)
   - = $496.86 Total before and after tax deductions

3. Subtract the District Contribution (step 1) from the Total of before and after tax deductions (step2).
   - $496.86 Total before and after tax deductions
   - - $400.00 Total Bi-weekly District Contribution
   - = $96.86 Difference

If the total of before and after tax deductions are greater than the total Bi-weekly District Contribution. The difference is your cost per check.

If the total of Bi-weekly District Contribution are greater than the total of before and after tax deductions. The difference is an excess of District Contribution that you keep as earnings (taxed accordingly).