Paycheck Benefit Deduction Overview Cafeteria Plan Employees

- Benefits are deducted twice a month (excluding July, August and September for 10 month employees)
- 10 Month Employees – Summer Premiums (Insurance Summer Deposits) are collected over the 12 paychecks from January to June in addition to the regular benefits deductions.
- Summer premiums are collected on all 10 month employees.

How do I calculate my costs?

1. Add your District Contribution under Hours and Earnings together
   - $530.00 District Contribution Credits
   - $275.00 District Contribution Summer
   - $80.00 Regular Pay
   - $4,144.00 Sick Leave Pay

   **Total:**

   **District Contribution is what the employee receives towards Benefits based on their bargaining unit (union)**

2. Add your before and after tax benefit deductions
   - $845.00 Medical Insurance
   - $53.28 Dental Insurance
   - $0.28 Basic Life Premium
   - $2.52 Additional Life
   - 7.22 Vision
   - $10.88 Long Term Disability
   - $0.00 Optional Life – Employee (not shown above)
   - $0.00 Optional Life – Spouse (not shown above)
   - $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)

   **Total before and after tax deductions:**

3. Subtract the District Contribution (step 1) from the Total of before and after tax deductions (step2).

   **$919.18 Total of before and after tax deductions**
   - $530.00 Total Bi-weekly District Contribution
   - **$389.18 Difference**

   **Benefits paid by the employee are either before or after tax**

   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. (example above)

   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)

   **Dollar amounts depicted in the example are not specific to your bargaining unit**