

BENEFIT SUMMARY

Carmel Unified School District

2025

125 Cafeteria Plan

Enrollment Dates: (deadline December 1st)

Please turn in Discover Benefits FSA Data Collection Enrollment form to Payroll or Spencer Rand by December 1st.

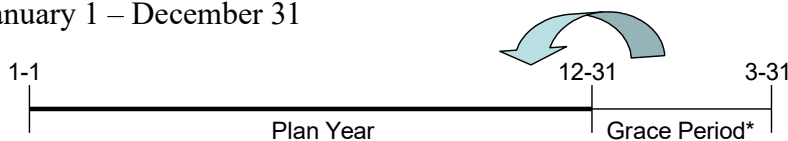
For any questions:

Spencer Rand, CFP: Phone: 831-648-4249 Fax: 831-920-1709 Email: spencer@rwa-llc.com

Discovery Benefits: Phone: 866-451-3399.

Plan Year:

January 1 – December 31



Contribution Limits: (All 10-pay)

Health Insurance Premiums	Unlimited
Dependent Care**	\$5,000
Unreimbursed Medical, Dental, Vision	\$3,300
Orthodontia*** (included in above)	\$0

* 90 day period after the plan year to submit receipts for services rendered during the plan year

** Calendar Year Limit per household, or \$2,500 if married filing separately

*** Request contract from your Orthodontist to spread payments over multiple months/years

***\$610 Rollover/plan year for Unreimbursed Medical/Dental/Vision only**

403(b)/457 Retirement Savings Plan

Contribution Limits (annually):

\$22,500 under age 50 (2023) expected to be \$23,000 in 2024

\$30,000 over age 50 (2023) expected to be \$30,500 in 2024

Additional Features:

Pre-tax contributions

Tax deferred growth

Portable

Loan provisions (check with investment company)

Penalty free withdrawals with severance from service (**457 only**)

Flexible contributions

Contribute maximums to both 457 and 403(b)

ROTH 403(b) option now available (check with Investment company)

403b – check out **403bcompare.com** to see all available investment options for CUSD employees