



FCUSD

Fiscal Services Department

*Linda Thurlo,
Executive Director
Administrative Services*

TO: *FCUSD Employees working less than 12 Months*

FROM: *Brooke Knight, Administrative Services Support Manager*

DATE: *April 04, 2025*

SUBJECT: *2025-2026 Annualized Pay/12 Month Deferred Pay*

Employees working less than 12 months each school year can decide how to distribute their pay for the 2025-2026 school year. Here are key points to consider about the deferred pay option:

Once enrolled in Defer Pay, you cannot opt out until the following school year.

- Statutory and voluntary deductions (e.g., Taxes, TSA, 403B, Section 125) will be deducted from August through May (10 pay periods) or August through June (11 pay periods), depending on your position.
- 10-month employees choosing Deferred Pay will have 16.67% of their net monthly pay held back to provide two net paychecks payable on June 30th and July 31st.
- 11-month employees choosing Deferred Pay will have 8.33% of their net monthly pay held back to provide one net paycheck payable on July 31st.
- Employees participating in the Summer Assistance Program (CSESAP) can also participate in Deferred Pay, resulting in larger deductions.

Employees currently on Deferred Pay can end the deduction by checking the "cancel my deferred pay" box on the change request form.

Employees who do not wish to make a change *are not* required to take any action.

Employees working less than 12 months and returning for the 2025-2026 school year will receive their next check/deposit at the end of August.

Changes must be made between **now and August 15th** (prior to your first regular payroll check for 2025-2026) through TalentEd – Records – Available forms (left side) – Defer Pay (alphabetical order) to be in effect for the 2025-2026 school year.

Should you have any questions or unsure of your current election, please email your Payroll Accountant.

916.294-9000 Ext. 104300