

**FCUSD***Fiscal Services Department*

*Linda Thurlo,
Executive Director
Administrative Services*

FCUSD Employees working less than 12 Months

2026-2027 Annualized Pay/12 Month Deferred Pay (non-permanent employees, such as substitutes, please disregard)

Employees working less than 12 months each school year can decide how to distribute their pay for the 2026-2027 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, 403B, 457, Dues, Section 125- Employee benefits) 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 30th.
- 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 30th.
- Employees participating in the Summer Assistance Program (CSESAP) can also participate in Deferred Pay. Please note that this will result in **larger** deductions as specified in the CSESAP communication.
- 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 the upcoming school year (2026-2027) will receive their first check/deposit at the end of August.

Changes must be made between **now and up to August 16th** (prior to your first regular payroll check for 2026-2027) through TalentEd – Records – Available forms (left side) – Defer Pay (alphabetical order) to be in effect for the 2026-2027 school year.

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

Thanks,

Brooke Knight
Administrative Services Support Manager

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