



CAMDENTON R-III SCHOOLS
FROM THE DESK OF RYAN NEAL



To: **Certified Staff**
 From: Ryan Neal, Assistant Superintendent
 RE: Sec 409A and Deferred Compensation

Deferred Compensation means an employee is paid after work has been done. An example of this is when the district pays a teacher over a 12 month period of time rather than a 10 month period of time. Camdenton R-III Schools has always required employees who work less than 12 months to be paid in 12 months.

Beginning in the 2009-10 school year, we are required by law to inform any employee who works less than 12 months that they will be paid in 12 payments. By informing you of this law and that Camdenton R-III Schools has opted to pay in 12 months you will NOT be required to pay penalties or additional taxes.

Payment for the school year for employees with their new rates that start in **July** will be:

| | | |
|-------------------|------------------|---------------|
| July 1, 2015 | November 2, 2015 | March 1, 2016 |
| August 3, 2015 | December 1, 2015 | April 1, 2016 |
| September 1, 2015 | January 4, 2016 | May 2, 2016 |
| October 1, 2015 | February 1, 2016 | June 1, 2016 |

Payment for the school year for employees with their new rates that start in **August** will be:

| | | |
|-------------------|------------------|---------------|
| August 3, 2015 | December 1, 2015 | April 1, 2016 |
| September 1, 2015 | January 4, 2016 | May 2, 2016 |
| October 1, 2015 | February 1, 2016 | June 1, 2016 |
| November 2, 2015 | March 1, 2016 | July 1, 2016 |

Payment for the school year for employees with their new rates that start in **September** will be:

| | | |
|-------------------|------------------|----------------|
| September 1, 2015 | January 4, 2016 | May 2, 2016 |
| October 1, 2015 | February 1, 2016 | June 1, 2016 |
| November 2, 2015 | March 1, 2016 | July 1, 2016 |
| December 1, 2015 | April 1, 2016 | August 1, 2016 |



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Payment for the school year for employees with their new rates that start in **July** will be:

| | | |
|--------------------|-------------------|----------------|
| July 31, 2015 | November 30, 2015 | March 31, 2016 |
| August 31, 2015 | December 31, 2015 | April 29, 2016 |
| September 30, 2015 | January 29, 2016 | May 31, 2016 |
| October 30, 2015 | February 29, 2016 | June 30, 2016 |

Payment for the school year for employees with their new rates that start in **August** will be:

| | | |
|--------------------|-------------------|----------------|
| August 31, 2015 | December 31, 2015 | April 29, 2016 |
| September 30, 2015 | January 29, 2016 | May 31, 2016 |
| October 30, 2015 | February 29, 2016 | June 30, 2016 |
| November 30, 2015 | March 31, 2016 | July 29, 2016 |

Payment for the school year for employees with their new rates that start in **September** will be:

| | | |
|--------------------|-------------------|-----------------|
| September 30, 2015 | January 29, 2016 | May 31, 2016 |
| October 30, 2015 | February 29, 2016 | June 30, 2016 |
| November 30, 2015 | March 31, 2016 | July 29, 2016 |
| December 31, 2015 | April 29, 2016 | August 31, 2016 |

If you do not know into which group you fall, please call the payroll department to get clarification.