



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 3, 2017	November 1, 2017	March 1, 2018
August 1, 2017	December 1, 2017	April 2, 2018
September 1, 2017	January 2, 2018	May 1, 2018
October 2, 2017	February 1, 2018	June 1, 2018

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

August 1, 2017	December 1, 2017	April 2, 2018
September 1, 2017	January 2, 2018	May 1, 2018
October 2, 2017	February 1, 2018	June 1, 2018
November 1, 2017	March 1, 2018	July 2, 2018

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

September 1, 2017	January 2, 2018	May 1, 2018
October 2, 2017	February 1, 2018	June 1, 2018
November 1, 2017	March 1, 2018	July 2, 2018
December 1, 2017	April 2, 2018	August 1, 2018



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

July 31, 2017	November 30, 2017	March 30, 2018
August 31, 2017	December 29, 2017	April 30, 2018
September 29, 2017	January 31, 2018	May 31, 2018
October 31, 2017	February 28, 2018	June 29, 2018

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

August 31, 2017	December 29, 2017	April 30, 2018
September 29, 2017	January 31, 2018	May 31, 2018
October 31, 2017	February 28, 2018	June 29, 2018
November 30, 2017	March 30, 2018	July 31, 2018

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

September 29, 2017	January 31, 2018	May 31, 2018
October 31, 2017	February 28, 2018	June 29, 2018
November 30, 2017	March 30, 2018	July 31, 2018
December 29, 2017	April 30, 2018	August 31, 2018

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