

I understand that if I elect the Defer Pay Plan Option, my annual salary for the school year will be spread over twenty-six (26) paychecks. My gross will be reduced by 19.0% and placed in a deferred accumulator from September through June (depending on the school calendar). The accumulated deferred wages will be paid in six (6) equal payments during the months of June, July and August, depending on the school year calendar. I understand this election must be made before the first work day of the school year. I also understand that, per IRS regulations, **this election is irrevocable**; it cannot be cancelled during the school year. This election will remain in effect until a cancellation is processed for the subsequent school year. It is clear that only if I transfer to a position ineligible for the Defer Pay Plan Option, resign, retire, or die, can the accumulated deferred compensation funds be paid prior to the scheduled summer pay dates.

Prior to the beginning of the school year, the Payroll Department will publicize the biweekly pay dates from which the Defer Pay Plan Option gross wage reduction will be withheld and the summer payment dates.