

**BENEFIT SUMMARY**  
**Carmel Unified School District**  
**2024**

**125 Cafeteria Plan**

**Enrollment Dates:** (deadline December 1st)

Please turn in Discover Benefits FSA Data Collection Enrollment form to Payroll or Spencer Rand by December 1<sup>st</sup>.

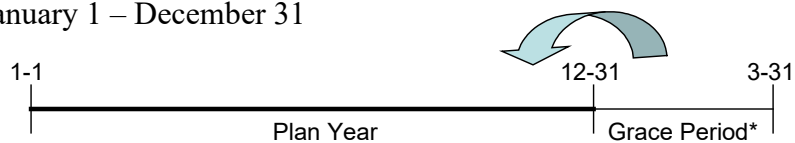
For any questions:

**Spencer Rand, CFP:** Phone: 831-648-4249 Fax: 831-920-1709 Email: [spencer@rwa-llc.com](mailto:spencer@rwa-llc.com)

**Discovery Benefits:** Phone: 866-451-3399.

**Plan Year:**

January 1 – December 31



**Contribution Limits:** (All 10-pay)

Health Insurance Premiums	<b>Unlimited</b>
Dependent Care**	<b>\$5,000</b>
Unreimbursed Medical, Dental, Vision	<b>\$3,050</b>
Orthodontia*** (included in above)	<b>\$0</b>

\* 90 day period after the plan year to submit receipts for services rendered during the plan year

\*\* Calendar Year Limit

\*\*\* Request contract from your Orthodontist to spread payments over multiple months/years

**\*\$610 Rollover/plan year for Unreimbursed Medical/Dental/Vision only**

**403(b)/457 Retirement Savings Plan**

**Contribution Limits (annually):**

\$22,500 under age 50 (2023) expected to be \$23,000 in 2024

\$30,000 over age 50 (2023) expected to be \$30,500 in 2024

**Additional Features:**

Pre-tax contributions

Tax deferred growth

Portable

Loan provisions (check with investment company)

Penalty free withdrawals with severance from service (**457 only**)

Flexible contributions

Contribute maximums to both 457 and 403(b)

ROTH 403(b) option now available (check with Investment company)

403b – check out **403bcompare.com** to see all available investment options for CUSD employees