

HOW TO READ YOUR FORM W-2

Box 1 – Wages:

This amount includes the total **taxable wages** paid during the calendar year, January 1 through December 31. It is calculated as total year-to-date (YTD) gross wages minus pre-tax benefit deductions. Therefore, if you have any pre-tax deductions, the Box 1 amount on your W-2 will not equal the YTD gross wages on your paycheck.

The wages in Box 1 are calculated as follows:

- Total YTD Gross Wages on your final paycheck for the calendar year
- **Minus Total YTD Pre-Tax Deductions for cafeteria plan, annuity and TRS benefits**
- = **Equals Box 1 Wages on the W-2**

Box 2 – Federal Income Tax Withheld:

The federal income tax withheld is calculated based on your Form W-4 selections and the Internal Revenue Service (IRS) tax tables. For the latest information about the Form W-4, go to <https://www.irs.gov/forms-pubs/about-form-w-4>.

Box 3 – Social Security Wages and Box 4 – Social Security Tax Withheld:

These boxes include the total wages paid in the calendar year that are subject to employee social security tax (Box 5) and the corresponding social security tax withheld (Box 6). This applies to non-TRS eligible wages only. Most NEISD employees will have no social security wages.

Box 5 – Medicare Wages and Box 6 – Medicare Tax Withheld:

These boxes include the total wages paid in the calendar year that are subject to employee Medicare tax (Box 5) and the corresponding Medicare tax withheld (Box 6).

The wages in Box 5 are calculated as follows:

- Total YTD Wages on your final paycheck for the calendar year
- **Minus YTD Pre-Tax Deductions for cafeteria plan ONLY**
- = **Equals Box 5 Wages on the W-2**

Box 10 – Dependent Care Benefits, 12 – Codes and Box 14 – Other:

The amounts listed in these boxes are based on the benefit deductions you selected. A list of codes is included on the back of the Form W-2. If you have any questions related to these amounts, please contact the Employee Benefits Department at (210) 407-0187.

Retirement Plan:

This box will be checked if you were an active member in the Teacher Retirement System of Texas (TRS) for any part of the calendar year.

Detailed examples of how to reconcile your Box 1 and Box 5 wages to your paycheck are located on the District's website under Payroll -Tax Withholding - IRS Forms - Form W-2 - [Read frequently asked questions and instructions on how to read your W-2.](#)