

## **TAX SHELTERED ANNUITIES AND DEFERRED COMPENSATION PLAN**

### Annuity

The salary payments of any employee of the District may be adjusted at the request of the employee to permit the payment of annuity payments by the Board of Education out of the employee's total compensation.

Any licensed agent, broker, or company through whom the Board arranges for the placement or purchase of a tax-sheltered annuity for employees shall satisfy the following conditions:

- A. The licensed agent, broker, or company must execute a satisfactory "hold harmless"/indemnity agreement that protects the District, the Board of Education, its officers, and its employees from any liability attendant to procuring the annuity or to the performance of the investment.
- B. The licensed agent, broker, or company must be designated through a signed salary reduction agreement executed by at least five (5) employees of the school district or one percent (1%) of the full-time employees of the Board, whichever is greater.
- C. Maximum Exclusion Allowance Calculation.

Agents, brokers, and/or company representatives shall have the Chief Financial Officer's approval to advertise, distribute literature, or hold meetings within the school settings.

### Deferred Compensation

Employees shall be permitted to defer compensation in accordance with state and federal law.

- A. The licensed agent, broker, or company must execute a satisfactory "hold harmless"/indemnity agreement that protects the District, the Board of Education, its officers, and its employees from any liability attendant to procuring the annuity or to the performance of the investment.
- B. The licensed agent, broker, or company must be designated through a signed salary reduction agreement executed by at least five (5) employees of the school district or one percent (1%) of the full-time employees of the Board, whichever is greater.
- C. Maximum Exclusion Allowance Calculation.

Adopted: July 18, 2006