

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

### 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, as long as the annuity payment agrees with the Board approved Section 403(b) plan document (if applicable).

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 the Board approved agreements for agents, brokers, or companies for 403(b) investments.
- 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.
- C. Maximum Exclusion Allowance Calculation.

Agents, brokers, and/or company representatives shall have the Treasurer'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.