

**TAX SHELTERED ANNUITIES AND OTHER DEFERRED COMPENSATION
ARRANGEMENTS**

1.0 The Superintendent recognizes that there are advantages and benefits to District employees through participation in tax sheltered annuity programs and other deferred compensation arrangements.

2.0 Financial Services and Human Resources will review the tax sheltered annuity program and other deferred compensation arrangements offered and recommend changes to the Superintendent or his/her designee.

3.0 Any program recommended must be backed by a company that by organization, resources, experience, and reputation should be able to perform within reasonable and prudent expectations in a manner that will benefit employees.

4.0 Deductions for life insurance and other products which may be added to or sold in conjunction with tax sheltered annuities and other deferred compensation arrangements will not be allowed through payroll deduction.