

**TAX SHELTERED RETIREMENT PLANS AND OTHER DEFERRED COMPENSATION
ARRANGEMENTS**

- 1.0 The Superintendent recognizes that there are advantages and benefits to District employees through participation in tax sheltered retirement plans and other deferred compensation arrangements.
- 2.0 The Retirement Committee and independent Retirement Plan Consultant will review the tax sheltered retirement plans 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 No other products may be added to or sold in conjunction with tax sheltered retirement plans and other deferred compensation arrangements and will not be allowed through payroll deduction.