

**Lake Oswego  
School District 7J**

Code: **DLB**  
Adopted: 6/08/09

### **Salary Deductions**

Any withholdings outside those required by law and permitted by the collective bargaining agreements shall have Board approval and shall be arranged for through the director of finance.

Employees may have contributions to tax-sheltered annuities (TSA) paid through payroll deductions. There must be five or more employees willing to start a new program in order for that plan to qualify for payroll deduction.

The district will comply with federal requirements that establish maximum annual TSA allowable contributions. The district reserves the right to reduce, suspend and/or reinstate employee TSA contributions at any time to ensure compliance with applicable law.

END OF POLICY

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**Legal Reference(s):**

[ORS 243.650\(10\), \(16\)](#)  
[ORS 243.666](#)  
[ORS 332.505](#)  
[ORS 652.110](#)  
[ORS 652.120](#)  
[ORS 652.610](#)

I.R.C. §403 (2006).  
29 C.F.R. § 541.603 (2004).

**Cross Reference(s):**

DL - Payroll