

# North Marion School District 15

Code: **DLB**  
Adopted: 10/10/94  
Readopted: 5/23/05

## 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 deputy clerk.

Employees may have contributions to tax sheltered annuities paid through payroll deductions. There must be five or more employees participating in any one program in order for that plan to qualify for payroll deduction. The district reserves the right to limit the number of TSA programs.

Changes of tax sheltered annuity companies or plans will only be allowed from the starting of fall in-service to the payroll cutoff date for September of that school year.

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

---

### 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).