

## 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. When 30 or more employees submit their signatures requesting the addition of a voluntary deduction, the deputy clerk is authorized to comply.

Employees may have contributions to tax-sheltered annuities (TSA) paid through payroll deductions. Unless as otherwise provided by the employee's collective bargaining agreement, there must be 30 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 TSA companies or plans will only be allowed from the starting of fall in-service to the payroll cutoff date for September of that fiscal 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](#)

(continued)

Economic Growth and Tax Relief Reconciliation Act of 2001, P.L. 107-16.