

SALARY DEDUCTIONS

Federal and state taxes are automatically deducted from each employee's pay based on the most recent withholding statement provided by the employee. In the absence of a withholding statement, deductions will be made based on federal and/or state tax laws and regulations.

A list of all voluntary deductions available to employees is published annually and provided to all employees. Any additional voluntary deduction requests must be recommended by the superintendent and approved by the school board.

Adopted: April 8, 2019

Legal Ref.: Code of Virginia, 1950, as amended, §§ 22.1-78, 22.1-296.

PERSONNEL

Payroll Deductions

Deductions are made in salary checks for Social Security, federal and State withholding tax. The board will make salary deductions for personnel who wish the following:

DEDUCTIONS	TAX SHELTERED ANNUITIES
National Teachers Associates	Mulco
Tazewell Education Association Dues	American Express (IDS)
V.A.E.S.P. Dues	Horace-Mann
United Way of the Virginias	Financial Directors
Virginia Credit Union	Virginia Retirement Specialists
Pre Paid County Taxes	John Hancock
Bonds	The Equitable
United Teachers Associates	Variable Annuity Life (VALIC)
Pres Paid Legal Services, In.	Met Life
Shenandoah Life Insurance Company	Van Kampen Funds
Horace Mann Life Insurance Company	
Virginia Retirement Specialists Life Insurance	
American Family Life Insurance Company (AFLAC)	
Providers Allcare Life Insurance Company	
Conseco Health Insurance Company	
Protective Life Dental Insurance	
Met Life Insurance Company	
Shenandoah Dental Insurance	
Mulco Insurance	
Trigon Blue Cross Blue Shield Health Insurance Key Care 25	
Trigon Blue Cross Blue Shield Health Insurance Key Care 200	

Payroll deductions can be made for other plans when at least ten percent of employees participate and the plan is approved by the Superintendent or his designee.

All employees' plans pertaining to payroll deductions will be in order by October 15th of each year.

(continued)

PERSONNEL

Payroll Deductions (continued)

No sales representative may call on employees during school hours. Provisions will be made by the principal for employees to talk with representatives after school hours. The superintendent may offer times during the school day for representatives of companies that are part of the fringe benefit package to meet with employees.

Approved by School Board: June 9, 1986

Amended by School Board: November 9, 1987

Amended by School Board: June 13, 1994

Amended by School Board: September 12, 1994

Amended by School Board: May 16, 2000

Amended by School Board: September 9, 2002