

Williamson County Board of Education



Adopted Date:

1/21/03
Rev. 3/15/04;11/15/04;
1/20/09; 5/19/14

2.803

SALARY DEDUCTIONS

1 Specific approval by the Board is required for payroll deductions, except as otherwise provided by
2 law or policy.
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4 Employee requests for payroll deductions must be made on forms provided by the Board and filed
5 in the office of the Superintendent.
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7 An employee may change or terminate any payroll deduction upon written notification to the Plan
8 Administrator.
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10 Voluntary retirement products under sections 403b or 457 of the IRS code will only be available to
11 employees who contribute to the plan through payroll deduction. Williamson County Schools
12 administration will select a vendor or vendors for each such plan through a request for proposal
13 process consistent with IRS regulations. The Superintendent will appoint a Plan Administrator.
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16 Employees can also participate in the 401(k) account offered by the State of Tennessee. New
17 teachers hired on or after July 1, 2014 will automatically be enrolled in the 401(k) account and
18 contribute 2% of their salary. Teachers may opt out of the automatic amount or choose to
19 contribute a higher amount. The contributions cannot exceed the I.R.S. annual limits.
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22 Employees can choose to contribute either to a 403(b) or the 401(k) but not to both at the same
23 time. Employees can contribute to both a 403(b) and a 457 plan not to exceed the annual limit
24 established by the IRS.
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Legal Reference:

44 26 C.F.R. Parts 1, 31, 54 and 602

Cross Reference:

45 3.600 Insurance Management
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