PAYROLL DEDUCTIONS – TAX-SHELTERED LIFE INSURANCE

A. The Board of Education shall provide all eligible and qualified employee groups the opportunity to participate in tax-sheltered life insurance plans authorized under Section 125 of the Internal Revenue Code of 1986.

B. Employees are encouraged to seek advice from their own personal insurance counselor before entering into an insurance plan, and the, in order for it to payroll deductible, the plan must be approved by the superintendent of the Ingham Intermediate School District.

C. Acceptance of any carrier or insurance program does not constitute an endorsement by the district.

D. In addition, the purchase of an insurance policy or contract by an employee, in compliance with a tax-sheltered insurance deduction agreement [3922.00-E(1)] between that employee and the district, shall result in no liability for the district and no financial obligation for the district beyond the established Board-paid contribution, if any. Further, any assistance or instruction from school district personnel is not intended to be financial advice.

E. The Internal Revenue Code requires that the employee’s rights to a tax-sheltered life insurance program be non-forfeitable, except for failure to pay premiums. Therefore, the employee must be the owner of the contract and must possess all ownership rights without any conditions imposed by the employer to exercise such rights. If the employee terminates employment, he/she is the owner of the contract in its status at the time he/she terminates.

F. The district reserves the right to establish qualifying criteria and to limit the number of companies which are approved at any one time. The qualifying criteria will be published as an administrative regulation [3922.00-R(1)].