

## Hansen School District No. 415

### PERSONNEL

5815A2

#### Employee Compensation Non-Annualized Election

The Hansen School District does not offer its employees an annualized election. For the purposes of this policy, an annualized election means that an employee is allowed to choose between being paid only during the school year and being paid over a twelve (12) month period and the employee chooses to be paid over the twelve month period.

Legal Reference: I.C. § 45-601, et seq. Claims for Wages

Other References: Internal Revenue Service, Newsroom Article, Announcement IR-2007-142, August 7, 2007, “New Rule Will Not Affect Teacher Salaries in Upcoming Year”  
Internal Revenue Service, Newsroom Article, August 7, 2007, “Frequently Asked Questions: Sec. 409A and Deferred Compensation”

#### Policy History:

Adopted on: 7-21-14

Revised on: 3-16-20

Reviewed on:

*(This policy is for informational purposes. If you have any questions regarding the IRS Rule, annualized elections or any other accounting issues, please contact the District’s tax advisor or legal counsel.)*