

Retirement Programs

Staff will become members of the Federal Income Contribution Act (Social Security System) and the Washington State Teachers' Retirement System or the Washington School Employees Retirement System as required by law. The district will make contributions to these retirement systems in behalf of staff according to law and will make payroll deductions from staff wages and salaries for the staff contributions to these programs as required by law. No contributions will be made to an employee's retirement system for accrued vacation leave in excess of 30 days.

In the event a staff member becomes disabled in the line of duty and is receiving Workers Compensation benefits, the district will continue to make retirement system contributions and will collect employee contributions and pay such to the retirement system.

Legal References:

[Chapter 41.32 RCW Teachers' retirement](#)

[Chapter 41.35 RCW Washington school employees retirement system](#)

[RCW 41.50.150 Retirement benefits based on excess compensation — Employer liable for extra retirement costs](#)

Adoption Date: **5.27.99**

Mansfield School District

Classification: **Discretionary**

Revised/Reviewed Dates: **6.28.11, 6.25.18, 6.2.21**