## FULL-TIME SERS EMPLOYEES ITEMS REQUIRED TO COMPLETE EMPLOYMENT PROCESS

- 1. Application
- 2. Copy of Driver's License
- 3. Copy of Social Security Card
- 4. Federal Withholding Form W-4
- 5. State Withholding Form IT-4
- 6. Public School District of Residence Form
- 7. SERS Retirement Form
- 8. Employment Eligibility Verification Form I-9
- 9. Authorization for Automatic Deposits
- 10. Statement Concerning Your Employment in a Job Not Covered by Social Security
- 11. FMLA Employees Rights and Responsibilities
- 12. Verification of Employment/Accumulated Sick Leave Form (make copies as needed)
- 13. Acknowledgement of receipt of Auditor of State fraud reporting-system information
- 14. \*BCI and FBI Report, dated within one year

The Morrow County Sheriff's Office, located at 101 Home Road, Mt. Gilead will provide the fingerprinting service and send the appropriate form to BCI and FBI for the background check. They are providing fingerprinting on Tuesday, Wednesday, and Thursday from 8 a.m. to 3 p.m. Call 419-946-4444 if you have any additional questions. The cost for the BCI check is \$25.00 and \$30.00 for the FBI check. If you wish to have the BCI and FBI done the cost is \$55.00 for both. A driver's license or state identification is required at time of fingerprinting.

Please send these items to Teri Gray at the Mt. Gilead Board of Education Office, 145 North Cherry Street, Mt. Gilead as soon as possible. If you go to <a href="https://www.mgschools.org">www.mgschools.org</a> you can find the school calendar and payroll schedule.

Thank you for your assistance and welcome to Mt. Gilead Schools.



## MOUNT GILEAD EXEMPTED VILLAGE SCHOOLS

145 North Cherry Street

Mt. Gilead, Ohio 43338

419-946-1646 Fax: 419-946-3651

Check Appropriate Position(s):		
Secretary	Cook and/or Cashier	Maintenance/Mechanic
Substitute Secretary	Substitute Cafeteria	Bus Driver
Chiefs Club/SACC	Custodial	Substitute Bus Driver
Substitute Aide	Substitute Custodian	
er e		
Date:		
lame:	Home Phone:	3
Address:	Day Phone:	
· · · · · · · · · · · · · · · · · · ·		
• • •		
mail address:		4
Required only if applying for Bus or Su	bstitute Driver:	
Ohio CDL License Yes No	Class A D Endangements	
This CDL License 7es 140	Class AB Endorsements _	
ENU	CATIONAL EXPERIENCE	
High School DiplomaG	.E.D Associate Degree	College Degree
<u>School</u>	<u>Address</u>	<u>Degree/Diploma</u>
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<u> </u>	·	
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PERSONA	L REFERENCES (Not Relatives)	
<u>Name</u>	<u>Address</u>	Phone Number
	1	1
In case of emergency, notify:		

## WORK EXPERIENCE

Employer	Dates	Supervisor	Position	Reason fo
(Name & Address)	From-To	Phone Number		Leaving
				•
	•			
•			* .	
				:
xills/Special Qualifications (co	mputer experie	nce, machine/equipn	nent operating/	training, etc.
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kills/Special Qualifications (con arrent Resume Preferred: EGAL QUESTIONS: ave you ever had a contract te	mputer experie	nce, machine/equipn	nent operating/	training, etc.

I hereby authorize the Mount Gilead Schools to obtas support this application. I certify that all information best of my knowledge and I understand that any with application is grounds for dismissal. I understand that an FBI/BCI electronic fingerprint record and that a conducted and satisfactorily completed if I come understand that a conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted and satisfactorily completed if I come understand the conducted in the condu	on on this application is true and complete to the nholding and falsification of information on this at, according to Ohio law, I am required to complete criminal record check will be required to be
Applicant's Signature	Date
READ CAREFULLY BEFORE SIGNING	
I agree that any claim or lawsuit relating to my servibe filed not more than six (6) months after the date claim or lawsuit. I waive my statute of limitations to	
This application will be considered active for twelve becomes a part of your official employment record.	(12) months from the date filed. If you are hired, it
Applicant's Signature	Date

Equal Opportunity: In accordance with Title VI, Title IX and Section 504 of the Rehabilitation Act of 1973, the Mount Gilead Exempted Village School District Board of Education has a policy prohibiting discrimination against any person on the basis of sex, race, religion, disability, age or national origin.

Office of Civil Rights, Cleveland Office
U.S. Department of Education
Bank One Center, Suite 750
600 Superior Avenue East
Cleveland, Ohio 44114-2611
(216) 522-4970 TDD: 522-4944

**Employee's Withholding Certificate** 

Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Give Form W-4 to your employer.

OMB No. 1545-0074

Department of the Treasury Your withholding is subject to review by the IRS. Internal Revenue Service

2024

Step 1:	(a) First name and middle Initial	Last name		(b) Soc	lal security number
Enter Personal Information	Address  City or town, state, and ZIP code			name or card? If credit for contact	our name match the n your social security not, to ensure you get r your earnings, SSA at 800-772-1213
	(c) Single or Married filing separately Married filing jointly or Qualifying surviving Head of household (Check only if you're unma	-	of keeping up a home for yo		www.ssa.gov.  a qualifying Individuat.)
	ps <b>2–4 ONLY if they apply to you; otherwi</b> on from withholding, and when to use the es			n ead	ch step, who can
Step 2: Multiple Job		re than one job at a time, or (2 ithholding depends on income	e) are married filing joi earned from all of th	ntly and ese job	l your spouse s.
or Spouse Works	Do <b>only one</b> of the following.  (a) Use the estimator at www.irs.gov or your spouse have self-employ			(and S	teps 3–4). If you
	<ul> <li>(b) Use the Multiple Jobs Worksheet</li> <li>(c) If there are only two jobs total, you option is generally more accurate higher paying job. Otherwise, (b)</li> </ul>	ou may check this box. Do the than (b) if pay at the lower pa	same on Form W-4 for sing job is more than	or the o half of	the pay at the
Complete Ste be most accur	ps 3–4(b) on Form W-4 for only ONE of th ate if you complete Steps 3–4(b) on the For	<b>ese jobs.</b> Leave those steps b m W-4 for the highest paying j	olank for the other job ob.)	s. (You	r withholding will
Step 3:	If your total income will be \$200,000	or less (\$400,000 or less if ma	rried filing jointly):		
Claim	Multiply the number of qualifying	children under age 17 by \$2,0	00 \$		
Dependent and Other Credits	Multiply the number of other dep	•	. \$	-	
	Add the amounts above for qualifyir this the amount of any other credits.	· ·	ents. You may add to	3	\$
Step 4 (optional): Other	(a) Other income (not from jobs) expect this year that won't have This may include interest, divider	withholding, enter the amount	of other income here		\$
Adjustment	(b) Deductions. If you expect to claim want to reduce your withholding, the result here				\$
	(c) Extra withholding. Enter any add	ditional tax you want withheld e	each <b>pay period</b>	4(c)	\$
Step 5: Sign Here	Under penalties of perjury, I declare that this cer	tificate, to the best of my knowled	dge and belief, is true, co	orrect, a	nd complete.
	Employee's signature (This form is not v	valid unless you sign it.)	Da	ite	
Employers Only	Employer's name and address		First date of employment	Employe number	er Identification (EIN)

#### **General Instructions**

Section references are to the Internal Revenue Code.

#### **Future Developments**

For the latest information about developments related to Form W-4, such as legislation enacted after it was published, go to www.irs.gov/FormW4.

#### **Purpose of Form**

Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. If too little is withheld, you will generally owe tax when you file your tax return and may owe a penalty. If too much is withheld, you will generally be due a refund. Complete a new Form W-4 when changes to your personal or financial situation would change the entries on the form. For more information on withholding and when you must furnish a new Form W-4, see Pub. 505, Tax Withholding and Estimated Tax.

Exemption from withholding. You may claim exemption from withholding for 2024 if you meet both of the following conditions: you had no federal income tax liability in 2023 and you expect to have no federal income tax liability in 2024. You had no federal income tax liability in 2023 if (1) your total tax on line 24 on your 2023 Form 1040 or 1040-SR is zero (or less than the sum of lines 27, 28, and 29), or (2) you were not required to file a return because your income was below the filing threshold for your correct filing status. If you claim exemption, you will have no income tax withheld from your paycheck and may owe taxes and penalties when you file your 2024 tax return. To claim exemption from withholding, certify that you meet both of the conditions above by writing "Exempt" on Form W-4 in the space below Step 4(c). Then, complete Steps 1(a), 1(b), and 5. Do not complete any other steps. You will need to submit a new Form W-4 by February 15, 2025.

Your privacy. Steps 2(c) and 4(a) ask for information regarding income you received from sources other than the job associated with this Form W-4. If you have concerns with providing the information asked for in Step 2(c), you may choose Step 2(b) as an alternative; if you have concerns with providing the information asked for in Step 4(a), you may enter an additional amount you want withheld per pay period in Step 4(c) as an alternative.

When to use the estimator. Consider using the estimator at www.irs.gov/W4App if you:

- 1. Expect to work only part of the year;
- 2. Receive dividends, capital gains, social security, bonuses, or business income, or are subject to the Additional Medicare Tax or Net Investment Income Tax; or
- 3. Prefer the most accurate withholding for multiple job situations.

**Self-employment.** Generally, you will owe both income and self-employment taxes on any self-employment income you receive separate from the wages you receive as an employee. If you want to pay these taxes through withholding from your wages, use the estimator at www.irs.gov/W4App to figure the amount to have withheld.

Nonresident alien. If you're a nonresident alien, see Notice 1392, Supplemental Form W-4 instructions for Nonresident Aliens, before completing this form.

## **Specific Instructions**

**Step 1(c).** Check your anticipated filing status. This will determine the standard deduction and tax rates used to compute your withholding.

Step 2. Use this step if you (1) have more than one job at the same time, or (2) are married filing jointly and you and your spouse both work.

Option (a) most accurately calculates the additional tax you need to have withheld, while option (b) does so with a little less accuracy.

Instead, if you (and your spouse) have a total of only two jobs, you may check the box in option (c). The box must also be checked on the Form W-4 for the other job. If the box is checked, the standard deduction and tax brackets will be cut in half for each job to calculate withholding. This option is accurate for jobs with similar pay; otherwise, more tax than necessary may be withheld, and this extra amount will be larger the greater the difference in pay is between the two jobs.



Multiple jobs. Complete Steps 3 through 4(b) on only one Form W-4. Withholding will be most accurate if you do this on the Form W-4 for the highest paying job.

Step 3. This step provides instructions for determining the amount of the child tax credit and the credit for other dependents that you may be able to claim when you file your tax return. To qualify for the child tax credit, the child must be under age 17 as of December 31, must be your dependent who generally lives with you for more than half the year, and must have the required social security number. You may be able to claim a credit for other dependents for whom a child tax credit can't be claimed, such as an older child or a qualifying relative. For additional eligibility requirements for these credits, see Pub. 501, Dependents, Standard Deduction, and Filing Information. You can also include other tax credits for which you are eligible in this step, such as the foreign tax credit and the education tax credits. To do so, add an estimate of the amount for the year to your credits for dependents and enter the total amount in Step 3. Including these credits will increase your paycheck and reduce the amount of any refund you may receive when you file your tax return.

#### Step 4 (optional).

Step 4(a). Enter in this step the total of your other estimated income for the year, if any. You shouldn't include income from any jobs or self-employment. If you complete Step 4(a), you likely won't have to make estimated tax payments for that income. If you prefer to pay estimated tax rather than having tax on other income withheld from your paycheck, see Form 1040-ES, Estimated Tax for Individuals.

Step 4(b). Enter in this step the amount from the Deductions Worksheet, line 5, if you expect to claim deductions other than the basic standard deduction on your 2024 tax return and want to reduce your withholding to account for these deductions. This includes both itemized deductions and other deductions such as for student loan interest and IRAs.

Step 4(c). Enter in this step any additional tax you want withheld from your pay each pay period, including any amounts from the Multiple Jobs Worksheet, line 4. Entering an amount here will reduce your paycheck and will either increase your refund or reduce any amount of tax that you owe.

#### Step 2(b) - Multiple Jobs Worksheet (Keep for your records.)



If you choose the option in Step 2(b) on Form W-4, complete this worksheet (which calculates the total extra tax for all jobs) on **only ONE** Form W-4. Withholding will be most accurate if you complete the worksheet and enter the result on the Form W-4 for the highest paying job. To be accurate, submit a new Form W-4 for all other jobs if you have not updated your withholding since 2019.

**Note:** If more than one job has annual wages of more than \$120,000 or there are more than three jobs, see Pub. 505 for additional tables; or, you can use the online withholding estimator at www.irs.gov/W4App.

1	<b>Two jobs.</b> If you have two jobs or you're married filing jointly and you and your spouse each have one job, find the amount from the appropriate table on page 4. Using the "Higher Paying Job" row and the "Lower Paying Job" column, find the value at the intersection of the two household salaries and enter that value on line 1. Then, <b>skip</b> to line 3	1	\$
2	Three jobs. If you and/or your spouse have three jobs at the same time, complete lines 2a, 2b, and 2c below. Otherwise, skip to line 3.		
	a Find the amount from the appropriate table on page 4 using the annual wages from the highest paying job in the "Higher Paying Job" row and the annual wages for your next highest paying job in the "Lower Paying Job" column. Find the value at the intersection of the two household salaries and enter that value on line 2a	2a	\$
	b Add the annual wages of the two highest paying jobs from line 2a together and use the total as the wages in the "Higher Paying Job" row and use the annual wages for your third job in the "Lower Paying Job" column to find the amount from the appropriate table on page 4 and enter this amount on line 2b	2b	\$
	c Add the amounts from lines 2a and 2b and enter the result on line 2c	2c	\$
3	Enter the number of pay periods per year for the highest paying job. For example, if that job pays weekly, enter 52; if it pays every other week, enter 26; if it pays monthly, enter 12, etc	3	
4	<b>Divide</b> the annual amount on line 1 or line 2c by the number of pay periods on line 3. Enter this amount here and in <b>Step 4(c)</b> of Form W-4 for the highest paying job (along with any other additional amount you want withheld)	4	\$
	Step 4(b) - Deductions Worksheet (Keep for your records.)		#
1	Enter an estimate of your 2024 itemized deductions (from Schedule A (Form 1040)). Such deductions may include qualifying home mortgage interest, charitable contributions, state and local taxes (up to \$10,000), and medical expenses in excess of 7.5% of your income	1	\$
2	Enter:   • \$29,200 if you're married filing jointly or a qualifying surviving spouse • \$21,900 if you're head of household • \$14,600 if you're single or married filing separately	2	<u>.</u>
3	If line 1 is greater than line 2, subtract line 2 from line 1 and enter the result here. If line 2 is greater than line 1, enter "-0-"	3	\$
4	Enter an estimate of your student loan interest, deductible IRA contributions, and certain other adjustments (from Part II of Schedule 1 (Form 1040)). See Pub. 505 for more information	4	\$
5	Add lines 3 and 4. Enter the result here and in Step 4(b) of Form W-4	5	\$

Privacy Act and Paperwork Reduction Act Notice. We ask for the information on this form to carry out the internal Revenue laws of the United States. Internal Revenue Code sections 3402(f)(2) and 6109 and their regulations require you to provide this information; your employer uses it to determine your federal income tax withholding. Failure to provide a properly completed form will result in your being treated as a single person with no other entries on the form; providing fraudulent information may subject you to penalties. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation; to cities, states, the District of Columbia, and U.S. commonwealths and territories for use in administering their tax laws; and to the Department of Health and Human Services for use in the National Directory of New Hires, We may also disclose this information to other countries under a tax treaty, to federal and state agencies to enforce federal nontax criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism.

You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a vaild OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any internal Revenue law. Generally, tax returns and return information are confidential, as required by Code section 6103.

The average time and expenses required to complete and file this form will vary depending on individual circumstances. For estimated averages, see the instructions for your income tax return.

If you have suggestions for making this form simpler, we would be happy to hear from you. See the instructions for your income tax return.

		N	/larried F									rayer
Higher Paying Job Annual Taxable	<del></del> .					Job Annua			·····			<del></del>
Wage & Salary	\$0 - 9,999	\$10,000 - 19,999	\$20,000 - 29,999	\$30,000 - 39,999	\$40,000 - 49,999	\$50,000 - 59,999	\$60,000 - 69,999	\$70,000 - 79,999	\$80,000 - 89,999	\$90,000 - 99,999	\$100,000 - 109,999	\$110,000 - 120,000
\$0 - 9,999	\$0	\$0	\$780	\$850	\$940	\$1,020	\$1,020	\$1,020	\$1,020	\$1,020	\$1,020	\$1,370
\$10,000 - 19,999	0	780	1,780	1,940	2,140	2,220	2,220	2,220	2,220	2,220	2,570	3,570
\$20,000 - 29,999	780	1,780	2,870	3,140	3,340	3,420	3,420	3,420	3,420	3,770	4,770	5,770
\$30,000 - 39,999	850	1,940	3,140	3,410	3,610	3,690	3,690	3,690	4,040	5,040	6,040	7,040
\$40,000 - 49,999	940	2,140	3,340	3,610	3,810	3,890	3,890	4,240	5,240	6,240	7,240	8,240
\$50,000 - 59,999	1,020	2,220	3,420	3,690	3,890	3,970	4,320	5,320	6,320	7,320	8,320	9,320
\$60,000 - 69,999	1,020	2,220	3,420	3,690	3,890	4,320	5,320	6,320	7,320	8,320	9,320	10,320
\$70,000 - 79,999	1,020	2,220	3,420	3,690	4,240	5,320	6,320	7,320	8,320	9,320	10,320	11,320
\$80,000 - 99,999	1,020	2,220	3,620	4,890	6,090	7,170	8,170	9,170	10,170	11,170	12,170	13,170
\$100,000 - 149,999	1,870	4,070	6,270	7,540	8,740	9,820	10,820	11,820	12,830	14,030	15,230	16,430
\$150,000 - 239,999	1,960	4,360	6,760	8,230	9,630	10,910	12,110	13,310	14,510	15,710	16,910	18,110
\$240,000 - 259,999	2,040	4,440	6,840	8,310	9,710	10,990	12,190	13,390	14,590	15,790	16,990	18,190
\$260,000 - 279,999	2,040	4,440	6,840	8,310	9,710	10,990	12,190	13,390	14,590	15,790	16,990	18,190
\$280,000 - 299,999	2,040	4,440	6,840	8,310	9,710	10,990	12,190	13,390	14,590	15,790	16,990	18,380
\$300,000 - 319,999	2,040	4,440	6,840	8,310	9,710	10,990	12,190	13,390	14,590	15,980	17,980	19,980
\$320,000 - 364,999	2,040	4,440	6,840	8,310	9,710	11,280	13,280	15,280	17,280	19,280	21,280	23,280
\$365,000 - 524,999	2,720	6,010	9,510	12,080	14,580	16,950	19,250	21,550	23,850	26,150	28,450	30,750
\$525,000 and over	3,140	6,840	10,540	13,310	16,010	18,590	21,090	23,590	26,090	28,590	31,090	33,590
				Single o								
Higher Paying Job		1	·	I	T	Job Annu	al Taxable	Wage &	Salary	1		
Annual Taxable Wage & Salary	\$0 - 9,999	\$10,000 - 19,999	\$20,000 - 29,999	\$30,000 - 39,999	\$40,000 - 49,999	\$50,000 - 59,999	\$60,000 - 69,999	\$70,000 - 79,999	\$80,000 - 89,999	\$90,000 - 99,999	\$100,000 - 109,999	\$110,000 - 120,000
\$0 - 9,999	\$240	\$870	\$1,020	\$1,020	\$1,020	\$1,540	\$1,870	\$1,870	\$1,870	\$1,870	\$1,910	\$2,040
\$10,000 - 19,999	870	1,680	1,830	1,830	2,350	3,350	3,680	3,680	3,680	3,720	3,920	4,050
\$20,000 - 29,999	1,020	1,830	1,980	2,510	3,510	4,510	4,830	4,830	4,870	5,070	5,270	5,400
\$30,000 - 39,999	1,020	1,830	2,510	3,510	4,510	5,510	5,830	5,870	6,070	6,270	6,470	6,600
\$40,000 - 59,999	1,390	3,200	4,360	5,360	6,360	7,370	7,890	8,090	8,290	8,490	8,690	8,820
\$60,000 - 79,999	1,870	3,680	4,830	5,840	7,040	8,240	8,770	8,970	9,170	9,370	9,570	9,700
\$80,000 - 99,999	1,870	3,690	5,040	6,240	7,440	8,640	9,170	9,370	9,570	9,770	9,970	10,810
\$100,000 - 124,999	2,040	4,050	5,400	6,600	7,800	9,000	9,530	9,730	10,180	11,180	12,180	13,120
\$125,000 - 149,999	2,040	4,050	5,400	6,600	7,800	9,000	10,180	11,180	12,180	13,180	14,180	15,310
\$150,000 - 174,999	2,040	4,050	5,400	6,860	8,860	10,860	12,180	13,180	14,230	15,530	16,830	18,060
\$175,000 - 199,999	2,040	4,710	6,860	8,860	10,860	12,860	14,380	15,680	16,980	18,280	19,580	20,810
\$200,000 - 249,999	2,720	5,610	8,060	10,360	12,660	14,960	16,590	17,890	19,190	20,490	21,790	23,020
\$250,000 - 399,999	2,970	6,080	8,540	10,840	13,140	15,440	17,060	18,360	19,660	20,960	22,260	23,500
\$400,000 - 449,999	2,970	6,080	8,540	10,840	13,140	15,440	17,060	18,360	19,660	20,960	22,260	23,500
\$450,000 and over	3,140	6,450	9,110	11,610	14,110	16,610	18,430	19,930	21,430	22,930	24,430	25,870
High and Davidson Jak						Househo Job Annu		Woon	Colour			
Higher Paying Job Annual Taxable		440,000	tac coc	T	T	1		T	<u> </u>	1	1	1
Wage & Salary	\$0 - 9,999	\$10,000 - 19,999	\$20,000 - 29,999	\$30,000 - 39,999	\$40,000 - 49,999	\$50,000 - 59,999	\$60,000 - 69,999	\$70,000 - 79,999	- \$80,000 ~ 89,999	\$90,000 - 99,999	\$100,000 · 109,999	\$110,000 - 120,000
\$0 - 9,999	\$0	\$510	\$850	\$1,020	\$1,020	\$1,020	\$1,020	\$1,220	\$1,870	\$1,870	\$1,870	\$1,960
\$10,000 - 19,999	510	1,510	2,020	2,220	2,220	2,220	2,420	3,420	4,070	4,070	4,160	4,360
\$20,000 - 29,999	850	2,020	2,560	2,760	2,760	2,960	3,960	4,960	5,610	5,700	5,900	6,100
\$30,000 - 39,999	1,020	2,220	2,760	2,960	3,160	4,160	5,160	6,160	6,900	7,100	7,300	7,500
\$40,000 - 59,999	1,020	2,220	2,810	4,010	5,010	6,010	7,070	8,270	9,120	9,320	9,520	9,720
\$60,000 - 79,999	1,070	3,270	4,810	6,010	7,070	8,270	9,470	10,670	11,520	11,720	11,920	12,120
\$80,000 - 99,999	1,870	4,070	5,670	7,070	8,270	9,470	10,670	11,870	12,720	12,920	13,120	13,450
\$100,000 - 124,999	2,020	4,420	6,160	7,560	8,760	9,960	11,160	12,360	13,210	13,880	14,880	15,880
\$125,000 ~ 149,999	2,040	4,440	6,180	7,580	8,780	9,980	11,250	13,250	14,900	15,900	16,900	17,900
\$150,000 - 174,999	2,040	4,440	6,180	7,580	9,250	11,250	13,250	15,250	16,900	18,030	19,330	20,630
\$175,000 - 199,999	2,040	4,510	7,050	9,250	11,250	13,250	15,250	17,530	19,480	20,780	22,080	23,380
\$200,000 - 249,999	2,720	5,920	8,620	11,120	13,420	15,720	18,020	20,320	22,270	23,570	24,870	26,170
\$250,000 - 449,999	2,970	6,470	9,310	11,810	14,110	16,410	18,710	21,010	22,960	24,260	25,560	26,860
\$450,000 and over	3,140	6,840	9,880	12,580	15,080	17,580	20,080	22,580	24,730	26,230	27,730	29,230



IT 4 Rev. 12/20

### **Employee's Withholding Exemption Certificate**

Submit form IT 4 to your employer on or before the start date of employment so your employer will withhold and remit Ohio income tax from your compensation. If applicable, your employer will also withhold school district income tax. You must file an updated IT 4 when any of the information listed below changes (including your marital status or number of dependents). You should contact your employer for instructions on how to complete an updated IT 4. Your employer may require you to complete this form electronically.

Section	I: Persona	l Information
---------	------------	---------------

Employee Name:	Employee SSN:
Address, city, state, ZIP code:	
School district of residence (See <i>The Finder</i> at tax.ohio.gov):	School district number (####):
Section II: Claiming Withholding Exemptions	
1. Enter "0" if you are a dependent on another individual's Ohio return;	; otherwise enter "1"
2. Enter "0" if single or if your spouse files a separate Ohio return; other	erwise enter "1"
3. Number of dependents	
4. Total withholding exemptions (sum of line 1, 2, and 3)	
5. Additional Ohio income tax withholding per pay period (optional)	\$
Section III: Withholding Waiver	
I am <u>not</u> subject to Ohio or school district income tax withholding becau	se (check all that apply):
I am a full-year resident of Indiana, Kentucky, Michigan, Pennsy	ylvania, or West Virginia.
I am a resident military servicemember who is stationed outside	e Ohio on active duty military orders.
I am a nonresident military servicemember who is stationed in 0	Ohio due to military orders.
I am a nonresident civilian spouse of a military servicemember spouse's military orders.	and I am present in Ohio solely due to my
I am exempt from Ohio withholding under R.C. 5747.06(A)(1) the	nrough (6).
Section IV: Signature (required)	
Under penalties of perjury, I declare that, to the best of my knowledge and	d belief, the information is true, correct and complete.
Signature	Date

#### IT 4 Instructions

Most individuals are subject to Ohio Income tax on their wages, salaries, or other compensation. To ensure this tax is paid, employers maintaining an office or transacting business in Ohio must withhold Ohio income tax, and school district income tax if applicable, from each individual who is an employee.

Such employees who are subject to Ohio income tax (and school district income tax, if applicable) should complete sections I, II, and IV of the IT 4 to have their employer withhold the appropriate Ohio taxes from their compensation. If the employee does not complete the IT 4 and return it to his/her employer, the employer:

- Will withhold Ohio tax based on the employee claiming zero exemptions, and
- Will not withhold school district income tax, even if the employee lives in a taxing school district.

An individual may be subject to an interest penalty for underpayment of estimated taxes (on form IT/SD 2210) based on under-withholding.

Certain employees may be <u>exempt</u> from Ohio withholding because their income is not subject to Ohio tax. Such employees should complete sections I, III, and IV of the IT 4 <u>only</u>.

The IT 4 does <u>not</u> need to be filed with the Department of Taxation. Your employer must maintain a copy as part of its records.

R.C. 5747,06(A) and Ohio Adm. Code 5703-7-10.

#### Section I

Enter the four-digit school district number of your primary address. If you do not know your school district of residence or its school district number, use *The Finder* at tax.ohlo.gov. You can also verify your school district by contacting your county auditor or county board of elections.

If you move during the tax year, complete an updated IT 4 immediately reflecting your new address and/ or school district of residence.

#### Section II

<u>Line 1:</u> If you can be claimed on someone else's Ohio income tax return as a dependent, then you are to enter "0" on this line. Everyone else may enter "1".

Line 2: If you are single, enter "0" on this line. If you are married and you and your spouse file separate Ohio Income tax returns as "Married filing Separately" then enter "0" on this line.

<u>Line 3:</u> You are allowed one exemption for each dependent. Your dependents for Ohio income tax purposes are the same as your dependents for federal income tax purposes. See R.C. 5747.01(O).

Line 5: If you expect to owe more Ohio income tax than the amount withheld from your compensation, you can request that your employer withhold an additional amount of Ohio income tax. This amount should be reported in whole dollars.

**Note:** If you do not request additional withholding from your compensation, you may need to make estimated income tax payments using form IT 1040ES or estimated school district income tax payments using the SD 100ES. Individuals who commonly owe more in Ohio income taxes than what is withheld from their compensation include:

- Spouses who file a joint Ohio income tax return and both report income, and
- Individuals who have multiple jobs, all of which are subject to Ohio withholding.

#### Section III

This section is for individuals whose income is deductible or excludable from Ohio income tax, and thus employer withholding is not required. Such employee should check the appropriate box to indicate which exemption applies to him/her. Checking the box will cause your employer to not withhold Ohio income tax and/or school district income tax. The exemptions include:

- <u>Reciprocity Exemption:</u> If you are a resident of Indiana, Kentucky, Pennsylvania, Michigan or West Virginia and you work in Ohio, you do not owe Ohio income tax on your compensation. Instead, you should have your employer withhold income tax for your resident state. R.C. 5747.05(A)(2).
- Resident Military Servicemember Exemption: If you are an Ohio resident and a member of the United States Army, Air Force, Navy, Marine Corps, or Coast Guard (or the reserve components of these branches of the military) or a member of the National Guard, you do not owe Ohio income tax or school district income tax on your active duty military pay and allowances received while stationed outside of Ohio.

This exemption does not apply to compensation for nonactive duty status or received while you are stationed in Ohio.

R.C. 5747.01(A)(21).

- Nonresident Military Servicemember Exemption: If you are a nonresident of Ohio and a member of the uniformed services (as defined in 10 U.S.C. §101), you do not owe Ohio income tax or school district income tax on your military pay and allowances.
- Nonresident Civilian Spouse of a Military Servicemember <u>Exemption</u>: If you are the civilian spouse of a military servicemember, your pay may be exempt from Ohlo income tax and school district income tax if all of the following are true:
  - Your spouse is a nonresident of Ohlo;
  - You and your spouse are residents of the same state;
  - Your spouse is stationed in Ohlo on military orders; and
  - You are present in Ohio solely to be with your spouse.

You <u>must</u> provide a copy of the employee's spousal military identification card issued to the employee by the Department of Defense when completing the IT 4.

Note: For more information on taxation of military servicemembers and their civilian spouses, see 50a U.S.C. §571.

- <u>Statutory Withholding Exemptions</u>: Compensation earned in any of the following circumstances is not subject to Ohio income tax or school district income tax withholding:
  - Agricultural labor (as defined in 26 U.S.C. §3121(g));
  - Domestic service in a private home, local college club, or local chapter of a college fraternity or sorority;
  - Services performed by an employee who is regularly employed by an employer to perform such service if she or he earns less than \$300 during a calendar quarter;

- Newspaper or shopping news delivery or distribution directly to a consumer, performed by an individual under the age of 18;
- Services performed for a foreign government or an international organization; and
- Services performed outside the employer's trade or business if paid in any medium other than cash.

\*These exemptions are not common.

Note: While the employer is not required to withhold on these amounts, the income is still subject to Ohio income tax and school district income tax (if applicable). As such, you may need to make estimated income tax payments using form IT 1040ES and/or estimated school district income tax payments using form SD 100ES.

See R.C. 5747.06(A)(1) through (6).

## Please provide the requested information below and return this form to the Treasurer's Office

## Mount Gilead Exempted Village School District 145 North Cherry Street Mount Gilead, Ohio 43338

## PUBLIC SCHOOL DISTRICT OF RESIDENCE EMPLOYEE WITHHOLDING CERTIFICATE

We are required by Ohio Law (R.C. 5747.06 E) to ask all employees for their public school district of residence.

NAME	LAST FOUR DIGITS OF SOCIAL SECURITY#
ADDRESS	PHONE # ( ) -
	·
PUBLIC SCHOOL DISTRICT OF RE	ESIDENCE
PUBLIC SCHOOL DISTRICT#	
SIGNATURE OF EMPLOYE	E DATE
A	
A new EMIS (Education Managemer has been implemented. We need to check one of the choices:	nt Information System) requirement for the reporting of employees know the highest level of education you have achieved. Please
L	ess than High School Diploma
	GED Diploma
	High School Diploma
	Non Degree
	Associate
	Bachelors
,	Masters
	Education Specialist
	Doctorate Doctorate
(	Other



25.52 Rev. 11/09

## SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO

300 East Broad Street, Suite 100, Columbus, Ohio 43215-3746 614-222-5853 • Toll-Free 1-800-878-5853 • www.ohsers.org

## **MEMBERSHIP RECORD**

				COOLS OF STATE	T1/ 11/ (14/19)
				SOCIAL SECURI	IY NUMBER
AST NAME	***************************************	FIRST	MIDDLE		MAIDEN
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MAILING ADDRESS:	STREET			· · · · · · · · · · · · · · · · · · ·	□ MALE
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MILY DA				LI WARRIED	
	LAST NAME	FIRST	MIDDLE OR M	IAIDEN	DATE OF BIRTH MONTH/DAY/YEA
HILDREN:		****			
	***				
	SIFICATION Mark				
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## Statement Concerning Your Employment in a Job Not Covered by Social Security

1101 0010100 05		
Employee Name	Employee ID#	
Employer Name Mount Gilead E.V. Schools	Employer ID#	31-6400769
Your earnings from this job are not covered under Socyou may receive a pension based on earnings from this from Social Security based on either your own work or wife, your pension may affect the amount of the Social however, will not be affected. Under the Social Security amount may be affected.	s job. If you do, a the work of your l Security benefit y	nd you are also entitled to a benefit husband or wife, or former husband or you receive. Your Medicare benefits,
Windfall Elimination Provision		
Under the Windfall Elimination Provision, your Social Smodified formula when you are also entitled to a pensi As a result, you will receive a lower Social Security be job. For example, if you are age 62 in 2013, the maxima result of this provision is \$395.50. This amount is up totally eliminate, your Social Security benefit. For addit Publication, "Windfall Elimination Provision."	on from a job whe nefit than if you w num monthly redu dated annually. Ti	ere you did not pay Social Security tax. ere not entitled to a pension from this ction in your Social Security benefit as his provision reduces, but does not
Government Pension Offset Provision Under the Government Pension Offset Provision, any become entitled will be offset if you also receive a Fed where you did not pay Social Security tax. The offset r widow(er) benefit by two-thirds of the amount of your p	leral, State or loca educes the amou	al government pension based on work
For example, if you get a monthly pension of \$600 bas Security, two-thirds of that amount, \$400, is used to o you are eligible for a \$500 widow(er) benefit, you will r \$400=\$100). Even if your pension is high enough to to benefit, you are still eligible for Medicare at age 65. F Publication, "Government Pension Offset."	offset your Social ( receive \$100 per r otally offset your s	Security spouse or widow(er) benefit. If nonth from Social Security (\$500 - pouse or widow(er) Social Security
For More Information Social Security publications and additional information provision, are available at <a href="www.socialsecurity.gov">www.socialsecurity.gov</a> . Yo or hard of hearing call the TTY number 1-800-325-077	u may also call to	II free 1-800-772-1213, or for the deaf
I certify that I have received Form SSA-1945 that c Windfall Elimination Provision and the Government Social Security Benefits.	ontains informa nt Pension Offse	tion about the possible effects of the t Provision on my potential future
Signature of Employee		Date

# Information about Social Security Form SSA-1945 Statement Concerning Your Employment in a Job Not Covered by Social Security

New legislation [Section 419(c) of Public Law 108-203, the Social Security Protection Act of 2004] requires State and local government employers to provide a statement to employees hired January 1, 2005 or later in a job not covered under Social Security. The statement explains how a pension from that job could affect future Social Security benefits to which they may become entitled.

Form SSA-1945, **Statement Concerning Your Employment in a Job Not Covered by Social Security**, is the document that employers should use to meet the requirements of the law. The SSA-1945 explains the potential effects of two provisions in the Social Security law for workers who also receive a pension based on their work in a job not covered by Social Security. The Windfall Elimination Provision can affect the amount of a worker's Social Security retirement or disability benefit. The Government Pension Offset Provision can affect a Social Security benefit received as a spouse, surviving spouse, or an ex-spouse.

#### Employers must:

- . Give the statement to the employee prior to the start of employment;
- . Get the employee's signature on the form; and
- Submit a copy of the signed form to the pension paying agency.

Social Security will not be setting any additional guidelines for the use of this form.

Copies of the SSA-1945 are available online at the Social Security website, <a href="www.socialsecurity.gov/online/ssa-1945.pdf">www.socialsecurity.gov/online/ssa-1945.pdf</a>. Paper copies can be requested by email at ofsm.oswm.rqct.orders@ssa.gov or by fax at 410-965-2037. The request must include the name, complete address and telephone number of the employer. Forms will not be sent to a post office box. Also, if appropriate, include the name of the person to whom the forms are to be delivered. The forms are available in packages of 25. Please refer to Inventory Control Number (ICN) 276950 when ordering.



## **Employment Eligibility Verification**

### Department of Homeland Security

U.S. Citizenship and Immigration Services

USCIS Form I-9

OMB No. 1615-0047 Expires 10/31/2022

▶ START HERE: Read instructions carefully before completing this form. The instructions must be available, either in paper or electronically, during completion of this form. Employers are liable for errors in the completion of this form.

ANTI-DISCRIMINATION NOTICE: It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) an employee may present to establish employment authorization and identity. The refusal to hire or continue to employ an individual because the documentation presented has a future expiration date may also constitute illegal discrimination.

Section 1. Employee Information than the first day of employment, but no	t before accepting a jo	(Employees mu b offer.)	ist complete an	d sign Se	etion 1 of	Form I-9 no later
Last Name <i>(Family Name)</i>	First Name (Given Nam	ne)	Middle Initial	Other L	ast Names	Used (if any)
Address (Street Number and Name)	Apt. Number	City or Town			State	ZIP Code
Date of Birth (mm/dd/yyyy)  U.S. Social Se	curity Number Emplo	oyee's E-mail Add	ress	E	nployee's	Telephone Number
l am aware that federal law provides fo connection with the completion of this	form.			or use of	false do	cuments in
I attest, under penalty of perjury, that I	am (check one of the	following box	es):			
1. A citizen of the United States						
2. A noncitizen national of the United State	es (See instructions)			•		
3. A lawful permanent resident (Alien Re	egistration Number/USCI	S Number):	·			
4. An alien authorized to work until (expl Some aliens may write "N/A" in the expl	• •				. (	
Aliens authorized to work must provide only of An Alien Registration Number/USCIS Number  1. Alien Registration Number/USCIS Number  OR	r OR Förm I-94 Admissio					R Code - Section 1 of Write In This Space
2. Form I-94 Admission Number:		•				
OR		¥				
3. Foreign Passport Number:			<del></del>			
Country of Issuance:	· .				,	
Signature of Employee			Today's Dat	ie (mm/dd/	<i>(</i> УУУУ)	
Preparer and/or Translator Certi I did not use a preparer or translator.  (Fields below must be completed and sign	A preparer(s) and/or tra	anslator(s) assisted				
l attest, under penalty of perjury, that I		completion of	Section 1 of th	is form a	ınd that t	o the best of my
knowledge the information is true and					lata /mm/s	
				Today's [	лате (пппус	ld/yyyy)
knowledge the information is true and Signature of Preparer or Translator  Last Name (Family Name)		First Nam	ne (Given Name)	loday's L	Date (mm/c	ld/yyyy)

Employer Completes Next Page



## **Employment Eligibility Verification** Department of Homeland Security

USCIS Form I-9

OMB No. 1615-0047

#### U.S. Citizenship and Immigration Services Expires 10/31/2022 Section 2. Employer or Authorized Representative Review and Verification (Employers or their authorized representative must complete and sign Section 2 within 3 business days of the employee's first day of employment. You must physically examine one document from List A OR a combination of one document from List B and one document from List C as listed on the "Lists of Acceptable Documents.") Last Name (Family Name) First Name (Given Name) M.I. Citizenship/Immigration Status Employee Info from Section 1 List A OR List B AND List C Identity and Employment Authorization Identity **Employment Authorization** Document Title Document Title Document Title Issuing Authority Issuing Authority Issuing Authority Document Number Document Number Document Number Expiration Date (if any) (mm/dd/yyyy) Expiration Date (if any) (mm/dd/yyyy) Expiration Date (if any) (mm/dd/vyyy) Document Title QR Code - Sections 2 & 3 Issuing Authority Additional Information Do Not Write In This Space Document Number Expiration Date (if any) (mm/dd/yyyy) Document Title Issuing Authority Document Number Expiration Date (if any) (mm/dd/yyyy) Certification: I attest, under penalty of perjury, that (1) I have examined the document(s) presented by the above-named employee, (2) the above-listed document(s) appear to be genuine and to relate to the employee named, and (3) to the best of my knowledge the employee is authorized to work in the United States. The employee's first day of employment (mm/dd/yyyy): (See instructions for exemptions) Signature of Employer or Authorized Representative Today's Date (mm/dd/yyyy) Title of Employer or Authorized Representative Last Name of Employer or Authorized Representative First Name of Employer or Authorized Representative Employer's Business or Organization Name Employer's Business or Organization Address (Street Number and Name) State City or Town ZIP Code Section 3. Reverification and Rehires (To be completed and signed by employer or authorized representative.) A. New Name (if applicable) B. Date of Rehire (if applicable) Last Name (Family Name) First Name (Given Name) Middle Initlal Date (mm/dd/yyyy) C. If the employee's previous grant of employment authorization has expired, provide the information for the document or receipt that establishes continuing employment authorization in the space provided below. Document Title Document Number Expiration Date (if any) (mm/dd/yyyy) l attest, under penalty of perjury, that to the best of my knowledge, this employee is authorized to work in the United States, and if the employee presented document(s), the document(s) I have examined appear to be genuine and to relate to the individual.

Today's Date (mm/dd/yyyy)

Signature of Employer or Authorized Representative

Name of Employer or Authorized Representative

# LISTS OF ACCEPTABLE DOCUMENTS All documents must be UNEXPIRED

Employees may present one selection from List A or a combination of one selection from List B and one selection from List C.

	LIST A  Documents that Establish  Both Identity and  Employment Authorization	OR	LIST B  Documents that Establish  Identity  AN	1D	LIST C Documents that Establish Employment Authorization
3.	U.S. Passport or U.S. Passport Card Permanent Resident Card or Allen Registration Receipt Card (Form I-551)  Foreign passport that contains a temporary I-551 stamp or temporary I-551 printed notation on a machine- readable immigrant visa  Employment Authorization Document that contains a photograph (Form I-766)		<ol> <li>Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address</li> <li>ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, gender, height, eye color, and address</li> <li>School ID card with a photograph</li> </ol>	TO THE PARTY AND	A Social Security Account Number card, unless the card includes one of the following restrictions:  (1) NOT VALID FOR EMPLOYMENT  (2) VALID FOR WORK ONLY WITH INS AUTHORIZATION  (3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION  Certification of report of birth issued by the Department of State (Forms DS-1350, FS-545, FS-240)
5.	For a nonimmigrant alien authorized to work for a specific employer because of his or her status:  a. Foreign passport; and b. Form I-94 or Form I-94A that has the following:  (1) The same name as the passport; and  (2) An endorsement of the alien's nonimmigrant status as long as that period of endorsement has not yet expired and the proposed employment is not in conflict with any restrictions or limitations identified on the form.		1. Voter's registration card 2. U.S. Military card or draft record 3. Military dependent's ID card	3.	Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal
MM++			7. U.S. Coast Guard Merchant Mariner Card	5.	Native American tribal document U.S. Citizen ID Card (Form I-197)
		[9	Priver's license issued by a Canadian government authority  For persons under age 18 who are unable to present a document		Identification Card for Use of Resident Citizen in the United States (Form I-179)  Employment authorization document issued by the Department of Homeland Security
6.	Passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with Form I-94 or Form I-94A indicating nonlmmigrant admission under the Compact of Free Association Between the United States and the FSM or RMI		School record or report card     Clinic, doctor, or hospital record     Day-care or nursery school record		)

Examples of many of these documents appear in the Handbook for Employers (M-274).

Refer to the instructions for more information about acceptable receipts.

## **AUTHORIZATION FOR DIRECT DEPOSIT**

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# Appendix C to Part 825-Notice to Employees Of Rights Under FMLA (WH Publication 1420) EMPLOYEE RIGHTS AND RESPONSIBILITIES UNDER THE FAMILY AND MEDICAL LEAVE ACT

#### Basic Leave Entitlement

FMLA requires covered employers to provide up to 12 weeks of unpaid, jobprotected leave to eligible employees for the following reasons:

- · For incapacity due to pregnancy, prenatal medical care or child birth;
- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
- For a serious health condition that makes the employee unable to perform the employee's job.

#### Military Family Leave Entitlements

Eligible employees with a spouse, son, daughter, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered servicemember during a single 12-month period. A covered servicemember is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

#### Benefits and Protections

During FMLA leave, the employer must maintain the employee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

Use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

#### Eligibility Requirements

Employees are eligible if they have worked for a covered employer for at least one year, for 1,250 hours over the previous 12 months, and if at least 50 employees are employed by the employer within 75 miles.

#### Definition of Serious Health Condition

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

#### Use of Leave

An employee does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer's operations. Leave due to qualifying exigencies may also be taken on an intermittent basis.

#### Substitution of Paid Leave for Unpaid Leave

Employees may choose or employers may require use of accrued paid leave while taking FMLA leave. In order to use paid leave for FMLA leave, employees must comply with the employer's normal paid leave policies,

#### Employee Responsibilities

Employees must provide 30 days advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days notice is not possible, the employee must provide notice as soon as practicable and generally must comply with an employer's normal call-in procedures.

Employees must provide sufficient information for the employer to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the employee is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Employees also must inform the employer if the requested leave is for a reason for which FMLA leave was previously taken or certified. Employees also may be required to provide a certification and periodic recertification supporting the need for leave.

#### **Employer Responsibilities**

Covered employers must inform employees requesting leave whether they are eligible under FMLA. If they are, the notice must specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the employer must provide a reason for the ineligibility.

Covered employers must inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the employer determines that the leave is not FMLA-protected, the employer must notify the employee,

#### Unlawful Acts by Employers

FMLA makes it unlawful for any employer to:

- Interfere with, restrain, or deny the exercise of any right provided under FMLA:
- Discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

#### Enforcement

An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer.

FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave rights.

FMLA section 109 (29 U.S.C. § 2619) requires FMLA covered employers to post the text of this notice. Regulations 29 C.F.R. § 825.300(a) may require additional disclosures.



For additional information: 1-866-4US-WAGE (1-866-487-9243) TTY: 1-877-889-5627 WWW.WAGEHOUR,DOL,GOV



U.S. Wage and Hour Division

U.S. Department of Lubor | Employment Standards Administration | Wage and Hour Division

WHD Publication 1420 (Rev. XX-XXX)

# Mount Gilead Exempted Village Schools

(established in 1873) 145 North Cherry Street Mount Gilead, Ohio 43338 Telephone (419) 946-1646 Fax (419) 946-3651

### **VERIFICATION OF PREVIOUS WORK EXPERIENCE**

		SS#	has been emplo	yed by the Mount Gilead Exemp	
Schools and has in by completing this	idicated that ( form and retu	s)he has previous in it by either mail	teaching experience in your scho or fax (419)946-3651. Thank You	of district. Please verify this nos	
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Prin	ted Name		Address	3	
Date			City/State/Zip		

Bulletin 2022-005 Re: Fraud Hotline

Page 3

## <u>Auditor of State's Fraud Reporting System Contact</u> <u>Information</u>

The Ohio Auditor of State's office maintains a system for the reporting of fraud, including misuse of public money by any official or office. The system allows all Ohio citizens, including public employees, the opportunity to make anonymous complaints through a toll-free number, the Auditor of State's website, a mobile app, by email or through the United States' mail:

#### Auditor of State's fraud contact information:

Telephone: 1-866-FRAUD OH (1-866-372-8364)

US Mail: Ohio Auditor of State's Office

Attn: Special Investigations Unit 88 East Broad Street, 10<sup>th</sup> Floor

Columbus, Ohio 43215

Web: <u>www.ohioauditor.gov</u> – on the home page,

click on "Learn More" under Reporting Fraud

Email your tip: @ fraudohio@ohioauditor.gov

Mobile App: See download instructions below

The following instructions can be used to download the app:

#### For Apple users:

Visit the Apple App Store via your mobile device or Apple computer and search for *Ohio Stops Fraud*. This app is available for iOS7 users who own the iPhone 4 or later models.

Download the app from the Apple Store

#### For Android users:

Visit the Google Play Store via your mobile device or computer and search for *Ohio Stops Fraud*.

Get the app on Google Play

Read the app's privacy policy for more information.

## Acknowledgement of receipt of Auditor of State Fraud Reporting System information

	Pursuant to Ohio Revised Code §117.103(B)(1), a public office shall provide information about the Ohio fraud-reporting system and the means of reporting fraud to each new employee upon employment with the public office.
	Each new employee has thirty days after beginning employment to confirm receipt of this information.
•	By signing below you are acknowledging (insert public employer) provided you information about the fraud-reporting system as described by Ohio Revised Code §117.103(A), and that you read and understand the information provided. You are also acknowledging you have received and read the information regarding Ohio Revised Code §124.341 and the protections you are provided as a classified or unclassified employee if you use the fraud reporting system.
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PΓ	RINT NAME, TITLE, AND DEPARTMENT
SI	GNATURE DATE