



SALARY REDUCTION AGREEMENT  
FOR TRB PARTICIPANT

**COOPERATIVE  
EDUCATIONAL  
SERVICES**

**Charles Dumais, Ed.D.**  
*Executive Director*

**Christopher La Belle**  
*Associate Executive Director*

**Luke R. Forshaw, Ed.D.**  
*Director of Professional  
Development Services*

**Ivelisse Guzmán**  
*Director  
School Readiness*

**Michael McGrath, Ph.D.**  
*Director of  
Special Education*

**Emma Balter**  
*Principal  
Six to Six Magnet School*

**Eric B. Nyquist**  
*Principal  
Regional Center  
for the Arts/Open  
Choice Coordinator*

**Margaret M. Sullivan**  
*Director of Finance  
and Operations*

By this Agreement made between \_\_\_\_\_ (the Employee) and Cooperative Educational Services (the Employer) the parties hereto agree as follows:

Effective with respect to amounts earned on or after the first day of \_\_\_\_\_ (which date is subsequent to the execution of the Agreement), the Employee's bi-weekly salary will be reduced by the amount indicated below. The Employee contributions will be paid to USI Consulting Group as designated by the Employee.

This Agreement shall be legally binding and irrevocable as to each of the parties hereto while employment continues; provided, however, that either party may terminate this Agreement as of the end of any month so that it will not apply to salary subsequently earned, by giving at least thirty days written notice of the termination.

The amount of the salary reduction shall be \_\_\_\_\_% of gross annual salary or \$\_\_\_\_\_ per pay period which will produce a total C.E.S. contribution that does not exceed the Employee's statutory exclusion allowance under Section 403(b) of the Internal Revenue Code (IRC), the limitations of Section 415 of the IRC, or the limitations of Section 402(g) of the IRC, whichever is less.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

By: \_\_\_\_\_ (Employee)

By: \_\_\_\_\_ (Employer)