

SOUHEGAN Policy

GCBDA/GDBDA – INDIVIDUAL EMPLOYEE INVESTMENT FUND

If a majority of the Souhegan Cooperative School District employees whose positions are covered by Group I of the New Hampshire Retirement System shall vote **against** coverage under the Social Security Act, as defined by RSA 101:2 VII, **in reliance upon** the following Policy, the Souhegan Cooperative School Board unanimously agrees to vote for and enact the following:

The Souhegan Cooperative School Board agrees that this Policy will remain in effect, (1) **in perpetuity**, or (2) for so long as there is a Social Security Act as defined by RSA 101:2 VII which offers coverage to Souhegan Cooperative School District employees whose positions are covered by Group I of the New Hampshire Retirement System (hereinafter "Employees"), (3) or until such time as the Employees vote to be covered by Social Security, or (4) until such time as the Social Security Act shall require the Employees to participate in the coverage of the Social Security System, whichever time period shall be shorter. Under no circumstances shall any social security coverage put into effect after March 30, 1993 be retroactive to any date preceding the effective date of said social security coverage.

Under this Policy, the Souhegan Cooperative School Board shall contribute to an Employee's individual Investment Fund an amount that matches the employee's contribution up to the percentage amount required under the Federal Insurance Contributions Act (FICA), as defined in RSA 101:2 VIII, as may be from time to time amended, not including the Medicare coverage rate or any other future coverage which may be added to the Social Security Act rate. This match shall increase as follows:

- In FY21: up to 100% of the amount required under the Federal Insurance Contributions Act (FICA), as defined in RSA 101:2 VIII, as may be from time to time amended, not including the Medicare coverage rate or any other future coverage which may be added to the Social Security Act rate;
- In FY22: up to 100% of amount required as above, plus 0.25% of income subject to withholding;
- In FY23: up to 100% of amount required as above, plus 0.55% of income subject to withholding;
- In FY24 and beyond: up to 100% of amount required as above, plus 1.00% of income subject to withholding.

An individual Employee will be required to sign a written payroll deduction form authorizing the deduction of an amount to said investment. Payments into the Employee's investment shall be made with the regularity and frequency required of FICA deductions. The Souhegan Cooperative School Board assumes no liability, obligation or responsibility beyond the timely and accurate deposit of the District contribution and duly authorized Employee payroll deductions.

If any individual Employee should decline to authorize in writing a payroll deduction, the Souhegan Cooperative School District shall be relieved of any liability, obligation or responsibility to fund that Employee's investment in accord with this Policy. If any individual

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Employee should rescind or terminate the written payroll deduction authorization, the Souhegan Cooperative School District shall be relieved of any liability, obligation, or responsibility to fund that Employee's annuity beyond the effective date of rescission or termination.

A committee of seven members shall be elected at the organizational meeting in the following manner and charged to oversee implementation of this Policy:

		<u>Term Ending June 30</u>
Teachers	2 Members	Even years starting in 2000
	1 Member	Odd years starting in 2001
Guidance & Administration	1 Member	Odd years starting in 2001
Support Staff	1 Member	Even years starting in 2000
	1 Member	Odd years starting in 2001
Superintendent's Office	1 Member	Even years starting in 2000

Members of this committee shall be elected by their constituent group. All members elected subsequent to the organizational meeting shall serve two-year terms or until their replacement has been duly elected.

The committee shall qualify companies and specific investment programs as eligible depository plans for District and Employee contributions. The Superintendent, or his/her designee, shall administer this Policy.

ADOPTION: March 1993, IN PERPETUITY

REVISION: January 4, 2011:

- **District Match increased from 85% to 100%**
- **District matches employee contribution up to FICA contribution percentage of remuneration**

REVISION: Approved May 11, 2020

- **District Match increase spread over FY22-24 to 0.25%, 0.55%, then 1% over FICA contribution percentage per PPC Agreement Voted March, 2020.**