

PENN MANOR SCHOOL DISTRICT

ADMINISTRATIVE REGULATION

APPROVED: November 15, 2012

REVISED:

624-AR-0. TAXABLE FRINGE BENEFITS

To the extent that a taxable fringe benefit value is provided as either a convenience of the district or the amounts are classified as de minimus, the values may be excluded from taxation.

Taxable fringe benefits are subject to:

1. Federal Income Tax.
2. Social Security Tax.
3. Medicare Tax.
4. Other applicable state or local taxes.

An employee has the option to reimburse the district for the value of services received. Where no reimbursement is received by the district, the value of the services will be treated as taxable compensation.

Taxable fringe benefits include, but are not limited to, the following:

1. Cellular telephone provided by the district.
2. District telephone.
3. Vehicle provided by the district.
4. Expense reimbursement provided by the district.
5. Internet access provided by the district.
6. Gift certificates.
7. Group life insurance in excess of \$50,000.
8. Laptop/Notebook computers.
9. Personal use of district vehicle.
10. Meal reimbursements for local travel.