



Millsap ISD 403(b) District Match Plan

Experts estimate that you will **need at least 70 to 90%** of your pre-retirement income to **maintain** your **standard of living** in retirement.

The **average TRS pension** benefit only **replaces 69%** of a member's pre-retirement **income**, an amount **unlikely** to be enough to support a **comfortable retirement**.

Participating in the pre-tax and/or Roth after-tax 457(b) Plan gives you a **valuable opportunity** to **supplement** your TRS pension. If you participate, the district will **match 1%** of your salary.

* The District Match Contribution is discretionary (as the District budget permits) and may be adjusted or eliminated with or without notice.

For calendar year 2022, the 403(b) Match contribution cannot exceed \$61,000—reduced by any employee 403(b) or 401(k) salary reduction contributions.

The annual compensation limit, for 2022, is \$305,000—the district may not match contract salary above \$305,000.

The Millsap ISD 403(b) District Match Plan (“Match Plan”) has been adopted January 1, 2020 (“Effective Date”) to assist in recruiting and retaining quality employees and to **encourage employees to save for retirement** by participating in the Millsap ISD 457(b) Plan (“457(b) Plan”)

Who is eligible for the Match?

Full-Time TRS eligible employees who contribute to the 457(b) Plan are eligible to receive a district matching contribution every August (before the end of the fiscal year) of **1% of annualized contract salary** e.g., \$500 for a \$50,000 salary to the Match Plan (if the district budget permits).

What is the Employer Match?

For eligible employees, the District will match the first **1%** an employee contributes to the 457(b) Plan. The District Match is based on contract salary only; any compensation received that is not contract salary will not be considered for purposes of Employer Matching Contributions. An employee may contribute more to the 457(b) Plan, up to IRS limitations, but the match is currently **capped at 1%**.

The IRS limitation on employee **Pre-tax¹** and/or **Roth²** (After-tax) salary contributions to the 457(b) Plan in calendar year 2022 is **\$20,500**. An additional catch-up of \$6,500 (**\$27,000** total) is available for employees age 50 or older (or who will be age 50 on or before 12/31/2022).

457(b) Plan Employee Contribution	403(b) Plan Employer Match Contribution*	Total contribution
0%	0%	0%
1%	1% (maximum)	2%
2%	1% (maximum)	3%
3%, etc. (not to exceed IRS limits)	1% (maximum)	4%, etc.

What is Vesting?

Vesting refers to a participant’s “ownership” of a benefit from the Plan. Participants are always **100% vested in 457(b) Plan** contributions and rollover contributions (if any), plus any earnings they generate.

Non-vested District Match contributions are forfeited after you request a distribution from the 457(b) Plan or have five (5) one-year breaks in service (“BIS”).

Forfeitures are Plan assets to be used for the benefit of the Plan e.g., to reduce Plan expenses or to offset future District Match contributions.

If you terminated employment but are subsequently rehired before 5 one-year Breaks in Service (“BIS”), please contact the Plan Administrator if you can reinstate your forfeited District Match contributions.

What is the Vesting Schedule of the Millsap ISD Match Plan?

The District Match Plan contributions are held in Trust in a companion 403(b) District Match Plan.

Participants vest on a **gradual basis over six (6) years**.

Years of Service** (“YOS”)	403(b) Match Plan Vested Percentage (%)
Less than 2 years	0%
After 2 years	20%
After 3 years	40%
After 4 years	60%
After 5 years	80%
After 6 years	100%

**Participants are credited with a Year of Service (“YOS”) based on service granted under the Teacher Retirement System of Texas (TRS).

However, Participants are **100% vested** when they **attain Normal Retirement Age (“NRA”)** as defined by the Plan: Age **65** and at least three **(3) years** of credited TRS service.

There are currently no other exceptions to the 6-year graded vesting schedule.

Online Enrollment



If you have questions or need assistance enrolling, please contact Ryan Hancock at [\(817\) 456-8634](tel:8174568634) (cell) or Ryan.Hancock@ffga.com

Online Access

Participants may view and manage their account online at www.investrust.com by selecting “[Retirement Plan Login](#).”



When may an employee enter the 457 Plan or modify their contribution(s)?

New hires (or employees that are not in the Plan) **may enter the 457 Plan at any time during the year** provided the eligibility requirement is met and they have signed a Participation Election Form or enrolled [online](#) with the Plan Passwords for the 457(b) and 403(b) District Match Plans.

Online Enrollment Website:

www.retirementlogin.net/investrust/enrollinplan.aspx

457(b) Plan Password (case sensitive): **Millsap**

403(b) District Match Plan Password (case sensitive): **Millsap2**

Plan participants may subsequently modify their Millsap ISD 457(b) Plan contribution by completing a new 457(b) Plan Participation Election Form or modifying their contribution rate [online](#). The district match will be adjusted accordingly (if applicable).

TRS Retire/Rehire and Non-TRS employees e.g., substitute teachers, substitute custodians, substitute bus drivers, Non-Full-Time Millsap After School employees may contribute to the Millsap ISD 457(b) Plan, but they are **not eligible for the District Match Plan**. Contract employees are excluded from participating in the 457(b) and District Match Plans.



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All investments involve some degree of risk. The funds are offered by prospectus, which contain more complete information regarding the investment objectives, risks, charges, and expenses associated with an investment in the fund. Please be sure and review the prospectus before deciding to invest.

¹Making a before-tax contribution means your money goes into your 457(b) account before federal and state taxes (if applicable) are withdrawn. With this type of contribution, you can place more money into your account while minimizing the impact of take-home pay. Your current income tax bill will be lower. And no taxes are due on your contributions or earnings until you withdraw money from the plan.

²Making an after-tax (Roth) contribution means your money goes into your 457(b) account after federal and state taxes (if applicable) are withdrawn. With this type of contribution, your withdrawals in retirement are not taxed (provided certain conditions are met: you have held the Roth 457(b) account for at least 5 taxable years, you are age 59.5 or older, and you are no longer employed with the sponsoring employer). While this will not lower your current income tax bill, you can later withdraw your contributions plus any plan earnings tax free—if certain law requirements are met.

This publication is designed to inform Participants about the Plan. Every attempt is made to convey the Plan accurately; however, if anything varies from the Plan Documents, the Plan Documents will control. Plan Administration Fees, Investment Options, etc. are subject to change without notice. This publication is not intended to convey legal or tax advice, nor can it be used to avoid the payment of income taxes or penalties assessed by any U.S. tax authority.

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