

# Understanding Your 457(b)

## Overview

The 457(b) is a Deferred Compensation Plan (DCP) developed by the IRS to allow you to save pre-tax dollars for retirement to supplement your CalSTRS/CalPERS pension plan. On average, your pension replaces 50-65% of income in retirement.<sup>1,2</sup>

Currently, studies show that at a minimum, approximately 80% of income replacement is necessary to maintain the same standard of living in retirement.<sup>3</sup> A 457(b) offers school employees a way to bridge that gap while saving for retirement.

## Taxes

Contributions are made to a 457(b) before taxes are taken from your paycheck, reducing your taxable income. Taxes are paid on withdrawals, typically in retirement when you will likely be in a lower tax bracket.

## Withdrawals

Regardless of age, you may withdraw from a 457(b) when you leave your employer, or in the case of death, disability or unforeseeable emergency. Supporting documentation is required and you may be subject to penalty fees. Distributed funds cannot be rolled back into the plan.

## Loans

A loan may be taken against a 457(b) funds while you are still employed. Repayment terms and interest rates are determined by your plan's administrator, SchoolsFirst Plan Administration.

## Contribution Limits

In 2019, you may contribute up to \$19,000 to your 457(b). It is possible to make a catch-up contribution of up to \$19,000 more than the maximum if you meet the following requirements in 2019:

- Age 50+ = an additional \$6,000; or
- Age is within three years of Normal Retirement Age (NRA)\* = up to an additional \$19,000

## The Pre-Tax Savings Advantage

Based on a teacher's annual income of \$45,000

	457(b) Contribution		
	\$100/Month	\$300/Month	\$500/Month
Monthly gross income	\$3,750	\$3,750	\$3,750
Net paycheck	\$2,786	\$2,652	\$2,518
Change in your paycheck	\$67	\$201	\$335

\*NRA is typically 62 or 65. Check with your plan administrator. This is a hypothetical example used for illustrative purposes only and is not indicative of any specific investment. The example does not reflect any fees or charges that may apply.



## Here to help you

The 457(b) administrator for your district is SchoolsFirst Plan Administration. If you have questions, or would like to open a 457(b), please contact:



A 457(b) account must be opened prior to your first contribution. A complete list of approved providers is available upon request.

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Representatives are not tax advisors. For information regarding your specific tax situation, please consult a tax professional.

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