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2024 Annual Notice of Eligibility to Participate in a 403(b), 457 Deferred Compensation Program

January 1, 2024

Dear Elk Grove Unified School District Employee,

As an employee of a public-school system, you are eligible to participate in a 403(b) and/or 457 deferred compensation program. Participation in these plans is voluntary and may be done at the employee’s discretion. All employees are eligible to participate in these plans. Enrollment and contribution changes may be done any time during the year. New enrollment or changes to existing enrollment are due to the Payroll Office by the 10th of the month for processing on the next month’s payroll.

Please note tax year contributions begin with the January 1 pay warrant (December end of month pay) and continue through the final pay warrant issued in December. For employees receiving end of month pay (contracted employees) the November end of month is your last pay warrant contribution for the given tax year.

There are two different types of voluntary tax deferred retirement plans in which you may participate through payroll deduction. You may contribute to a 403(b)-tax deferred annuity/mutual fund plan and/or a 457 Deferred Compensation plan.

The chart on the following page lists the 2024 maximum contributions under each plan and contact information. In addition, please refer to additional information by visiting the [EGUSD Benefits webpage](#).

Please call (916) 686-7778 or email egusdpayben@egusd.net with any questions.

Thank you!

You may be able to contribute the maximum to both plans (403(b) and 457).

	403(b)	457	457
Third Party Administrator	CalSTRS 403(b)	CalPERS	CalSTRS Pension2
2024 Annual Contribution Limits:	\$23,000	\$23,000	\$23,000
If age 50 by 12/31/2024	\$30,500	\$30,500	\$30,500
Catch-up Provision:	If eligible for catch-up (402G)	If eligible for catch-up	If eligible for catch-up
Borrow against Funds:	Yes	No	Yes
Agent:	Locate your own agent or mutual fund	Non-Commissioned CalPERS 457 Representative	Non-Commissioned CalSTRS 457 Representative
Withdrawals from Plan:	At age 59 1/2 or at age 55, if retired	Upon leaving employment/retirement	Upon leaving employment/retirement
Ability to Transfer Funds:	Upon separation from service, may roll funds over to any other plan 401(k), 403(b), 457 or IRA	Upon separation from service, may roll funds over to any other plan 401(k), 403(b), 457 or IRA	Upon separation from service, may roll funds over to any other plan 401(k), 403(b), 457 or IRA
Purchase of Service Credit:	May transfer funds from either plan to purchase STRS/PERS service credit	May transfer funds from either plan to purchase STRS/PERS service credit	May transfer funds from either plan to purchase STRS/PERS service credit
Hardship:	<p>Unforeseeable emergencies</p> <ul style="list-style-type: none"> • Medical care • Casualty loss • Payment needed to prevent eviction / foreclosure of home • Tuition • Purchase of a home 	<p>Unforeseeable emergencies</p> <ul style="list-style-type: none"> • Medical care • Casualty loss <p>Here is a link to the form that outlines the qualifying reasons for an unforeseen emergency withdrawal.</p>	<p>Unforeseeable emergencies</p> <ul style="list-style-type: none"> • Medical care • Casualty loss