

## What is the Teacher Retirement System?

The Teacher Retirement System of Texas (TRS) is a pension trust fund that has been serving the needs of Texas public education employees for 70 years. The TRS retirement plan provides services and retirement, disability and death benefits. TRS retirement plan benefits are funded by member, state and employer contributions to the trust fund, and by earnings on the investments of the fund. Member contributions are made on a pretax basis, meaning that at the time you receive your salary, you do not pay federal income

tax on the portion of your salary used to make the contributions. Federal income tax on the contributions is deferred until you receive a distribution from TRS.



## Why do I need to save if I have TRS?

Because TRS only pays a portion of your salary.

### TRS Benefit Formula

Years of Service X State Factor 2.3%  
X Average 3/5 Highest Years of Income =  
TRS Standard Annuity

### TRS Benefit Example

#### Example

Years of Service: 30  
Average Income: \$60,000  
State Multiplier (2.3%): 69%

**TRS Standard Annual Annuity Benefit:  
\$41,400 (\$3450/month)**



The Dallas ISD Staff and Teacher Attendance Reward (“STAR”) Plan is a 401(a) retirement program that provides matching contributions by the district to eligible employees based on a formula approved by the Board of Trustees. Effective September 1, 2011, district matching contributions are suspended.

Money is invested in a trust set up exclusively for the benefit of employees who participate in the program. The program is managed by Education Service Center Region 10 (ESC Region 10). For more information on the Plan go to [www.region10rams.org](http://www.region10rams.org) or call the administrator, JEM, at (800) 943-9179.

## Vesting

The longer you work in the Dallas ISD, the more of the STAR Plan account you will own (“vest”). Your account will vest as follows:

Years of Service With Dallas ISD	Percent Vested
1st Year	0%
2nd Year	25%
3rd Year	50%
4th Year	100%

The vesting provision will be waived for employees who die or become permanently disabled while employed with the district or who retire from the district under TRS rules.

Employees must be actively employed with the district on August 31 of each year to receive that year’s district contributions unless they have retired under TRS rules.



## Dallas ISD Retirement Plans Help You Lock Up Your Savings !

***You spend your time helping others — use the STAR, 403(b) and 457(b) Plans to help yourself !***

# THE KEY TO SUCCESSFUL SAVINGS

## Dallas ISD 403(b) Retirement Savings Plan

Administered by



### What is a 403(b) Plan?

A 403(b) plan is a way for employees of school districts and certain other tax-exempt organizations to save funds for retirement and other long-term financial needs. The payroll deductions are contributed to the plan on a tax-deferred basis. This reduces current income tax and allows the money in the plan to grow untaxed until money is distributed to the participant.

### Who Administers the Dallas ISD 403(b) Plan?


The 403(b) administration is provided through the Region 10 Education Service Center Retirement Assets Management Services (RAMS) program. The RAMS administrator is JEM Resource Partners (JEM). JEM is the Third Party Administrator (TPA) providing 403(b) administration to Dallas ISD. JEM administers several hundred retirement plans in many states. The TPA is required to be totally independent of any 403(b) sales in the employer's plan, including through any affiliated companies. JEM is a subsidiary of TCG Group Holdings, LLP.

*The annual contribution limits for the 457(b) and 403(b) do not offset. Employees may contribute the maximum to both if desired. These limits are indexed by the IRS. Check for the limits on the Region 10 RAMS website at [www.region10rams.org](http://www.region10rams.org).*

## Plan Comparison

	457(b)	403(b)
◆ 10% early distribution tax on early withdrawals.		✓
◆ Withdraw funds at age 59½ for any reason.		✓
◆ Most products available from commissioned sales representatives.		✓
◆ Employer limits/approves plan fees.	✓	
◆ Eligible to transfer funds directly to TRS for service purchase.	✓	✓
◆ Loan availability.	✓	✓

### How to Enroll in the Plans

- ◆ **Go to**  ([www.disdatyourservice.org](http://www.disdatyourservice.org))
- ◆ **403(b) Tax Sheltered Annuity (TSA) Plan**
  - Click on “Enroll in 403(b) Tax Sheltered Annuity (TSA) Plan.”
  - Follow the instructions.
  - For help call (800) 943-9179 or email [403b@jemtpa.com](mailto:403b@jemtpa.com)
- ◆ **457(b) S.M.A.R.T. Plan**
  - Click on “Enroll in 457(b) S.M.A.R.T. Plan.”
  - For help call (877) 816-0548 or go to [www.gwrs.com](http://www.gwrs.com); you will need your PIN and the Dallas ISD Plan number is 350240-01.

## Dallas ISD 457(b) S.M.A.R.T. Plan

Administered by



### What is the 457(b) S.M.A.R.T. Plan?

The Dallas ISD 457(b) Save Money And Reduce Taxes (S.M.A.R.T.) Plan is a retirement savings plan available under Section 457(b) of the tax code offered through Great-West Retirement Services. The plan is sponsored by Dallas ISD and is designed to supplement TRS retirement income. The plan is available to all district employees, and participation is voluntary. You may contribute on a pretax basis through payroll deduction. This plan offers some of the same features and advantages of the 403(b) plan.

### About Great-West Retirement Services

Great-West Retirement Services is committed to providing the highest quality retirement services to help you and other employees participate in the plan. Great-West offers low fees and high quality investments in the Dallas ISD 457(b) S.M.A.R.T. Plan.

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... IS IN YOUR HANDS!