
Tax Sheltered Annuity & Deferred Compensation Plans

There are two types of voluntary deferred compensation plans available to all position/salaried employees of Hillsborough City School District. These plans offer various methods supplementing your retirement income while deferring Federal and State taxes owed on deferred salary until the money is distributed to you, usually after retirement. The District offers voluntary 403(b) tax sheltered annuity and 457(b) deferred compensation plans. You have the choice of participating in one or both plans simultaneously because each has a separate contribution limit. The contribution limits for 2023 are \$22,500 for 403(b) plans and \$22,500 for 457(b) plans. If you turn age 50 in 2023, you may contribute an additional \$7,500 with a total of \$30,000 to each plan. A notable difference between the 403(b) and 457(b) plans is plan distributions. Regardless of your age, you can withdraw funds from the 457(b) plan without any IRS early withdrawal penalties when you cease employment with Hillsborough City School District. With 403(b) plans, there may be a 10% IRS penalty for participants who cease employment under the age of 55 and make a withdrawal.

403(b) Tax Sheltered Annuity

To begin a tax sheltered annuity deduction with American Fidelity, please contact:

Brad Shannon, American Fidelity Senior Account Manager

Phone: (925) 395-4220; Email: Brad.Shannon@americanfidelity.com

To begin a tax sheltered annuity deduction with CalSTRS Pension2, please contact:

Kim Hover, Payroll & Benefit Specialist

Phone: (650) 548-4201; Email: khover@hcsdk8.org

TSA contributions may also be made to any of the Approved Vendors on www.403bcompare.com for Hillsborough City School District. 403bCompare was provided by CalSTRS to inform you of registered vendors and their products to help you with investment decisions. If you have any questions, please consult your personal financial advisor or contact the District's 403(b) Third Party Administrator, ADMIN Partners at (877) 484-4400.

You must first establish an account with an Approved Vendor of your choice. Then download the "Salary Reduction Agreement" from <https://www.403bcompare.com/employers/1239>, complete the form and send it to Kim Hover, Payroll Specialist (650) 342-5193 ext. 102, khover@hcsdk8.org prior to the 10th of the month in which the salary deduction is to take place. The form can also be found at <https://www.403bcompare.com/employers/1239>. You may enroll, stop, or make changes to your 403(b) plan throughout the year.

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SUPERINTENDENT

Louann Carlomagno, Ed.D.

457(b) Deferred Compensation Plan

The District sponsors a 457(b) Deferred Compensation Plan with American Fidelity, Empower (former MassMutual), and CalSTRS Pension2 that you may contribute to through a payroll deduction also using the aforementioned "Salary Reduction Agreement." If interested, please contact:

Brad Shannon
American Fidelity Senior Account Manager
Phone: (925) 395-4220;
Email: Brad.Shannon@americanfidelity.com

Ben Yohanan
Investment and Enrollment
Representative Empower formally
known as MassMutual Group Variable
Annuity Contract Phone:
(650) 583-8815

CALSTRS Pension2
Kim Hover, Payroll & Benefits Specialist
Phone: (650) 548-4201
Email: khover@hcsdk8.org

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