

Lamesa ISD

Teachers Attendance Reward Program

I. Intent

To reward faculty and staff for helping to achieve District attendance goals, the District will implement an employer matching plan, based on attendance. An annual contribution amount will be directed, for each qualifying employee, to an employer funded 403(b) plan.

II. Plan Features

Beginning November 1, 2016, employees may qualify for the Employer Sponsored 403(b) Match Plan contribution, as an attendance incentive.

- Employees will be auto-enrolled in a Group 457 Plan, at 2%
 - Employees can contribute more than 2%, up to the maximum allowable amount of \$18,000 or \$24,000 (age 50 and up)

III. District Match Formula

- **Exceptional Attendance – 1 or less absences**
 - \$1.00 for every \$1.00 of participant contribution up to maximum of \$1,500
- **Excellent Attendance – 3 or fewer absences**
 - \$0.75 for every \$1.00 of participant contribution up to a maximum of \$1,000
- **Good Attendance – 5 or fewer absences**
 - \$0.50 for every \$1.00 of participant contribution up to a maximum of \$500

IV. Vesting Schedule

Years of Plan Participation	Vested Percentage
0 – 3 years	0%
4 years +	100%

V. Sign On Bonus for Math, Science, etc.

- Sign on Bonus is placed in the employee's 403(b) match plan, by the district. Employee is 100% vested in that amount after the term of 4 years.

Faculty and Staff who have been employees of the district and retire before the 4 year vesting schedule are eligible for immediate vesting.



November 3, 2016

Dear Lamesa ISD Employee,

Lamesa ISD is pleased to announce a new defined contribution retirement plan for all employees. The illustration below clearly displays the advantage of participating in this valuable employee benefit program. Effective the November pay cycle, employees will be enrolled at 2%. You may contribute up to the maximum allowable contribution of \$18,000 annually or \$24,000 if you are age 50 and above. This is the perfect opportunity to pay yourself FIRST! You also have the option of Roth (after-tax) deductions.

Remember, the district has already implemented an Employer Matching Attendance Incentive Plan. With that attendance goal in mind, along with your 2% or more contribution, you will be well on your way to a comfortable retirement.

This chart lists the amount you could save, if you make a contribution of \$50, \$150, or \$250 per month. This is based on retirement at age 65 and using a 7% return.

Age	\$50.00/mo.	\$150.00/mo.	\$250.00/mo.
25	\$132,006	\$396,018	\$660,030
35	\$61,354	\$184,062	\$306,770
45	\$26,200	\$78,597	\$131,000
55	\$8,704	\$26,112	\$43,520

Please return this form to your benefits office **by November 9th**.
 If you have any questions, please email FCCIInvest@ffga.com

Yes, I wish to participate
 No, I choose not to participate at this time

Employee Signature

Date

Projections assume a marginal tax rate of 25%. Projections assume a 7% investment rate; this annual rate is not necessarily representative of the rate of return of any specific investment. The projection assumes payments made on a monthly basis and is only an example. All investments involve some degree of risk. Mutual funds are offered by prospectus, which contains more complete information regarding the investment objectives, risks, charges and expenses associated with an investment in the fund.