

**Payroll & Benefits Department**  
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TO: Spokane Public Schools Employees

FROM: Payroll & Benefits Department

SUBJECT: December 2020 Payroll Notification to Employees

### **UNIQUE PAYMENTS**

#### **Classified Staff Supplemental Payments**

Annual non-twelve month employee stipend is in this month's payment.

### **OTHER NOTICES**

**REMINDER:** The Administration Building will be closed December 23 through January 1, 2021. It will reopen on Monday, January 4, 2021.

#### **January Reminders**

Washington State minimum wage increases January 1, 2021 to \$13.69 per hour.

There are no changes to the IRS maximum allowable contribution limits for 403(b) and 457 plans for 2021; they remain at \$19,500 annually or \$26,000 for individuals age 50 and over. The District's 2021 Universal Availability Notice describing this voluntary, tax-advantaged, retirement savings program, including eligibility, program limits, and approved plan vendor list is included on page 2 and 3 of this document. You can find additional information on our Payroll & Benefits webpage under [Retirement Information](#).

#### **Department of Retirement Systems Service Credit**

Certificated and classified staff, working less than half-time, and substitutes may be eligible to purchase retirement service credit for time worked. For additional information, contact the Department of Retirement Systems (DRS) at 1-800-547-6657.

## **2021 Notice to Eligible Employees of Opportunity to Make Elective Deferrals to the Spokane Public Schools' 403(b) Plan**

The Spokane Public School District (the "District") sponsors the Spokane School District #81 403(b) Plan (the "Plan"). Eligible employees of the District can voluntarily elect to defer a portion of their compensation to the Plan to supplement their retirement savings.

Participation in the Plan does not reduce any District benefits based on full salary, such as the State Retirement, Social Security, life insurance, disability, or survivor benefits.

### **Eligibility**

All employees of the District who receive compensation reportable on a Form W-2 are eligible to participate in the Plan.

### **Contributions**

An employee can elect to defer a portion of his or her compensation to the Plan on a pre-tax basis whereby Federal income tax is deferred on the contributions and any earnings thereon until distributed from the Plan. Distributions are taxed as ordinary income for Federal tax purposes. Other penalties and fees may be assessed based on the specific investments' conditions.

### **Investment Options**

Employees can invest their contributions to the Plan among the investment options offered by an approved vendor under the Plan. The list of approved vendors appears at the end of this notice.

### **Contribution Limits**

Annual contributions to the Plan are limited per IRS regulations. For the 2021 calendar year, the annual limit is \$19,500 for participants under age 50 and \$26,000 for participants who become age 50 or older during the calendar year.

Certain employees with at least 15 years of service may be eligible for an additional \$3,000 catch-up contribution. You should check with your tax advisor and your investment provider to determine if this applies to you.

### **Enrollment Information**

Employees may enroll at any time by submitting an approved Salary Reduction Agreement to the 403(b) Coordinator in the Payroll & Benefits Department. Your participation will begin at the start of the payroll period following the date the Payroll & Benefits Department processes your completed Salary Reduction Agreement.

Employees may change the amount or stop contributions at any time. To make a change, complete a new Salary Reduction Agreement and submit it to the Payroll & Benefits Department. The change will take effect on the next available payroll period after the Salary Reduction Agreement is processed.

### **For More Information**

If you have any questions about our plan or how you can save more for your retirement years, contact our Benefit Team at [SPSBenefits@spokaneschools.org](mailto:SPSBenefits@spokaneschools.org) or by phone at (509) 354-7333.

**Spokane Public Schools Approved 403(b) TSA Plan Vendors**

AIG RETIREMENT SERVICES (FORMERLY VALIC)  
AMERIPRISE FINANCIAL/RIVERSOURCE  
ASPIRE FINANCIAL SERVICES  
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY (FORMERLY AXA)  
FORESTERS FINANCIAL (FIRST INVESTORS)  
FRANKLIN TEMPLETON FUNDS  
HORACE MANN LIFE INS. CO.  
INVESCO OPPENHEIMERFUNDS  
LINCOLN INVESTMENT PLANNING  
LINCOLN NATIONAL  
METLIFE  
NATIONAL LIFE GROUP (LSW)  
NORTH AMERICAN CO FOR LIFE AND HEALTH  
PLANMEMBER SERVICES CORP.  
SECURITY BENEFIT  
SYMETRA LIFE INSURANCE COMPANY  
THRIVENT FINANCIAL FOR LUTHERANS  
VANGUARD FIDUCIARY TRUST CO.  
VOYA FINANCIAL (RELIASTAR)  
VOYA FINANCIAL (VRIAC)  
WADDELL & REED INC.  
WESTERN UNITED LIFE ASSURANCE CO