

Vail School District 457(b)/403(b) PLAN UNIVERSAL AVAILABILITY NOTICE

This notice provides important information regarding the 457(b) and 403(b) plan in which you are eligible to participate (the “plan”). You may want to take this opportunity to either (1) begin making elective deferral contributions or (2) review your current elections and decide if you want to make changes. Before making any initial elections or changes, you may want to consult the written plan and any other materials provided to you that explain the terms of the plan.

Am I Eligible to Enroll?

Most employees are eligible to enroll in both the 457(b) and 403(b) plans immediately upon employment. Eligible employees are eligible to contribute to both the 457(b) and the 403(b) plan.

When can I enroll?

You are eligible to enroll immediately upon your date of hire. To enroll or to learn more about the program, please call one of our plan representatives:

Debby Karton 847-441-5911
Anita Kochar 847-323-0219
Joel Babbitt 773-427-2060
Patrick Drake 224-661-3332

Can I change or stop my elective deferral contributions?

You may change your elective deferral contributions daily during the plan year. You are permitted to revoke your election at any time during the plan year.

When are my elective deferral contributions effective?

After completing the enrollment requirements, your elective deferral contributions will begin on the next pay period or as soon as administratively possible.

What is the maximum amount that I can contribute?

The Internal Revenue Service (IRS) limits the annual contributions you can make to a 403(b) and 457(b) plan and the limits are adjusted each year.

The 2026 limits are as follows:

Elective Deferral Limit Age 49 and under	\$24,500
Age 50-59 or 64 and over Catch-Up	\$ 8,000
Age 60-63 Catch-Up	\$ 3,750

FICA Wage Threshold for Mandatory Roth Catch-Up (NEW for 2026)

This rule applies to Social Security covered wages of more than \$150,000 as reported in box W3 of your 2025 W2. This is a change for high earners who are covered and contribute to Social Security



for the job they are deferring from into the 457(b) or the 403(b). High-income earners who contribute via catch-up in 2026 may have to contribute on a Roth basis. The Roth mandate excludes 457(b) Double Catch-up contributions. For questions, please contact a plan representative.

Whom do I contact for additional information?

To learn more about 457(b) and 403(b) plans, please visit <http://www.irs.gov> and search for Publication 571. If you have any questions about how the plan works or your rights and obligations under the plan, please contact our Plan Representatives at the phone numbers above or you can email them at:

Debby Karton - debbyk@nppfabenefits.org
Anita Kochar - anitak@nppfabenefits.org
Joel Babbitt - joelb@nppfabenefits.org
Patrick Drake- patrickd@nppfabenefits.org