

## Optional Supplemental Retirement Plan Employee Overview

### Voluntary Employee Contributions

Arlington Public Schools offers several voluntary retirement accounts to help you achieve your retirement goals:

**403(b) Plan and ROTH 403(b) Plan**

**457 Plan and ROTH 457 Plan\*\***

**Traditional 403(b) and 457 contributions are deducted on a pre-tax basis.**

Pay no taxes now on the money you invest, which lowers your taxable income right away.

**ROTH 403(b) and ROTH 457 deductions are post-tax payroll deductions.**

Pay taxes now on the money you invest, so you can enjoy a tax break later.

**These plans are offered through Lincoln Financial Group and AXA Advisors/PlanMember Services.**



*Lincoln Financial is the default vendor for APS. This means Lincoln will automatically establish an account in your name and employee contributions can start immediately. If you choose Lincoln as your vendor, APS encourages you to contact a Lincoln retirement consultant to discuss your retirement goals.*



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*If you wish to select AXA Advisors/PlanMember Services as your vendor, you must first contact an APS AXA Advisors retirement consultant for assistance with establishing an account. See below for additional information.*

**Lincoln Financial and AXA Advisors retirement consultants are available to help you make the most of your plan participation so that you have a greater opportunity to enjoy the retirement you envision.**

**Go to [www.apsva.us/benefits/supplementalretirement](http://www.apsva.us/benefits/supplementalretirement) to:**

- view contact information for our local Lincoln Financial Group and AXA Advisors retirement consultants
- learn more about traditional (pre-tax contribution) plans and ROTH (post-tax contribution) plans
- learn the differences between a 403(b) plan and a 457 plan

**\*\*Important:** Voluntary employee contributions to your Hybrid 457 Deferred Compensation account and voluntary employee contributions to a Lincoln Financial 457 account and/or AXA Advisors/PlanMember 457 account all contribute to the IRS Basic Contribution 457 plan annual limit. The 2020 457 Basic Contribution limit is \$19,500. The limit may be higher for those employees eligible for age-based catch-up contributions.



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### School Board Match Program

**Benefits-Eligible Employees** who contribute to an Arlington Public School's 403(b), ROTH 403(b), 457, or ROTH 457 account are eligible to receive an **APS School Board Match**.

The APS School Board matches up to 0.4% of your base salary, **or** up to \$240 per year,\*\*\*  
**whichever is greater.**

*\*\*\* (up to \$10/pay period if paid over 24 pays, or up to \$12/pay period if paid over 20 pays)*

School Board Match contributions are made as **Employer Contributions** in the employee's name into a 403(b) account to the vendor (Lincoln Financial or AXA Advisors/PlanMember) you have chosen for your 403(b) or 457 account.

To review your School Board Match account,  
contact your vendor, Lincoln Financial or AXA Advisors/PlanMember, directly.

Go to [www.apsva.us/benefits/supplementalretirement](http://www.apsva.us/benefits/supplementalretirement) to view vendor contact information.