

403(b)/457(b) FAO's

Q: *Who is eligible to contribute to a 403(b) and/or a 457(b)?*

A: Employees of public schools and certain tax-exempt organizations — as determined by Section 501(c)(3) of the Internal Revenue Code — can participate in a 403(b) plan.

Q: *What investment options are available to CBSD 403(b)/457(b) participants?*

A: Unlike the 401(k), 403(b)/457(b) participants cannot invest in individual stocks. Instead, their choices are:

1. Annuity and variable annuity contracts with insurance companies.
2. A custodial account made up of mutual funds. This is known as a 403(b)(7).
3. Guaranteed accounts at 3%

Q: *How does a Traditional 403(b) work?*

A: Participants set aside money on a pre-tax basis through a salary reduction agreement with their employer. The money is then directed to a district-approved financial institution, where it grows tax-deferred until retirement. It is taxed as ordinary income when withdrawn.

Q: *How does a Roth 403(b) work?*

A: Participants set aside money on an after-tax basis through a salary reduction agreement with their employer. The money is then directed to a district-approved financial institution, where it grows tax-deferred until retirement. Distributions are tax-free at the time of withdrawal.

Q: *Are CBSD 403(b) participants limited to certain vendors?*

A: Yes. Central Bucks School District 403(b) participants can only contribute through the MetLife Annuity Platform, Vanguard Mutual Funds, PenServ Mutual Fund Platform or Kades-Margolis.

Q: *How does a 457(b) work?*

A: Participants set aside money on a pre-tax basis through a salary reduction agreement with their employer. The money is then directed to a district-approved financial institution, where it grows tax-deferred until retirement. It is taxed as ordinary income when withdrawn. An employee can contribute to both a 403(b) and a 457(b) in the same year.

Q: *Can a 403(b) be rolled into an IRA?*

A: Yes. This can occur when the participant:
Separates from service (job change) (and reaches the age of 59-1/2)
Retires
Becomes Disabled
Dies

Q: *When can 403(b) money be accessed?*

A: Generally, penalty-free distribution can not occur until the participant reaches 59-1/2
Separates from service (at retirement age)
Dies
It is recommended to consult a Tax Professional before accessing 403(b) money

Q: *Is there a comparison chart to view quarterly performance and cost analysis?*

A: Yes. This can be found on the CBSD website at: <https://www.cbsd.org/payroll>