



Employee Benefits – Human Resources Department
(623) 237-7149 Fax (623) 237-7293

403b Tax Sheltered Annuity Plan
457 Deferred Compensation Plan
403b ROTH After-Tax Plan

Glendale Elementary understands the importance of saving for retirement. To help employees save, in addition to the Arizona State Retirement System, the District offers the following plans.

- Tax Sheltered Annuity 403b Plan
- Deferred Compensation 457 Plan
- Roth After-Tax 403b Plan

403b and 457 contributions are payroll deducted pre-taxed thereby there by reducing the employee's taxable income. Taxes are not paid until the money is withdrawn. Money is typically withdrawn after retirement when the employee is in a lower tax bracket.

To participate employees must choose a company from the District's Financial Advisor List. After an account is set-up, the financial advisor will submit paperwork to the District's Payroll Department to start payroll deductions.

Employees can participate anytime during the school year. Contribution can be changed by submitting a new Salary Reduction Agreement form. Salary Reduction Agreement forms are posted on the Employee Benefits website.

Employee contributions continue every year without any action required on the part of the employee. Participation is voluntary. Contributions are not matched.

Important Note:

The District does not endorse any investment provider or investment option.