North Clackamas School District 403(b) and 457(b) Plans
2026 Universal Availability Notice

To: All Employees of North Clackamas School District

In compliance with the requirements of IRC §403(b)(12(A)(ii) this Notice will advise you of the voluntary 403(b) and 457(b) programs established and maintained for the benefit of our employees.

Eligibility: All employees of the Employer are eligible to participate in the 403(b) and 457(b) plans.

Deferrals Available and Limitations
When you enroll in the program, the amounts you elect to defer from wages to the 403(b) and/or 457(b) plan investment provider of your choice. Contributions may start, modify, or cancel at any time. The following deferral types are available:

Pre-Tax Salary Deferrals. Amounts deferred from wages to the 403(b) Plan or a 457(b) Plan before income taxes. These amounts will be taxable at the time of distribution.

Roth Salary Deferrals. After tax (subject to federal and state income taxes) deferrals to a designated Roth account are available, note some Investment Providers will require a separate account to receive Roth.

2026 Elective Deferral Limits	
Basic Elective Deferral Limit:	**$24,500 in each plan type**
Age-Based Catch-ups (Ages 50-59 and Ages 64-up):	**$8000 in addition to the Basic Limit (adjusted maximum limit $32,500)**
Age Based Super Catch-up Ages 60-63:	**$11,250 in addition to the Basic Limit (adjusted maximum limit $35,750)**

Special Catch-ups (subject to eligibility verification prior to use):
- 403(b) 15 Years of Service up to $3000 in addition to the basic limit and other applicable Age-Based Catch-Up
- 457(b) 3 Year Catch-up (preceding the year of retirement) up to twice the basic limit

Special notice to employees with wages over $150,000 in 2025 from this employer: A new rule from the SECURE 2.0 Act applies to your contributions to the 403(b) and/or the 457(b) plan if you are an employee with over $150,000 in W2 Box 3 FICA subject wages from this employer for 2025, your Age-based Catch-up amount must be deferred as Roth (after Tax) to the respective plan in 2026. This means your pre-tax deferrals to the plan(s) must not exceed the Basic Deferral Limit for 2026.

Additional Information Concerning 403(b) and 457(b) Limitations

1. Contribution limits are specific to the individual employee/taxpayer, Roth and Pretax must be aggregated for Elective Deferral Limits.
2. The combinations of all deferrals and employer contributions may not exceed 100% of your wages.
3. Limitations are tracked separately 403(b) and 457(b) plans
4. Age Based Catch-up eligibility applies to the participant age as of December 31 of the respective year.
5. 403(b) Elective Deferral Limits described above apply to your total deferrals to all 403(b), 401(k), SIMPLE, and SARSEP plans in which you participate.
6. The aggregate of all deferrals and employer contributions to a 403(b) plan are subject to an Annual Additions Limit, or 415(c) limit. For 2026 this is $72,000. Note that, Age Based Catch-up deferrals may be made in addition to that limitation). If you control an organization sponsoring a qualified defined contribution plan, all contributions made to that plan on your behalf must be aggregated with all 403(b) elective deferrals and employer contributions for this employer for the 415(c) limit plus applicable catch-up.
7. The Basic Elective Deferral Limit plus applicable catch-ups in a 457(b) plan must be aggregated with any Employer Contributions to the 457(b) for Limit consideration.

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Participant Instructions and Responsibilities

- Establish investment account(s) of your choice under the Plan IDs provided in the Investment Provider Options of this notice via account application or online process prior to submitting an Enrollment Form to your employer to begin deferrals to the plan.
- Submit an Enrollment Form to your employer to begin deferrals to the plan, noting applicable limits and payroll deadlines. (Note this will be the same form to use for modifying or cancelling deferrals in the future)
- Designate beneficiaries on investment account(s) and keep them updated.
- Monitor account(s) and paystubs regularly for accuracy. Communicate issues promptly.
- Update personal information (contact information, name changes) as necessary.
- Review your personal investment plan and consult your financial and/or tax advisor as appropriate.
- Exercise security over your apps, passwords, and physical information concerning your investments. When possible, utilize enhanced security tools such as Multi-Factor Authentication.

Assistance

You may join the Plan or receive assistance by first contacting your Employer's Benefit Representative, the Plan's Third-Party Administrator or one of the Investment Companies listed below.

Third Party Administrator
PenServ Plan Services, Inc.
TeamPNW -Phone (503) 444-3054
Email: TeamPNW@penserv.com
www.penserv.com

Employer Benefits Contact
Human Resources
Phone (503) 353-6030
Email: HRinfo@nclack.k12.or.us

Investment Provider Options

Provider and Product Name	Product Type	Source Offered	Contact
Corebridge Financial fka AIG Retirement Vendor Plan Number: 1816003000 *Roth Available*	Annuities	403(b) and 457(b)	Phone (800) 448-2542 https://www.corebridgefinancial.com Cecile Nguyen Phone (503) 276-1400 cecile.nguyen@corebridgefinancial.com Fiona Cosmann Phone (503) 276-1400 fiona.cosmann@corebridgefinancial.com
Invesco Investment Services, Inc. Vendor Plan Number: 74939 *Roth Available*	Mutual Funds	403(b)	Phone (800) 959-4246 https://www.invesco.com

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2026 Universal Availability Notice

Provider and Product Name	Product Type	Source Offered	Contact
MG Trust – Penselect Vendor Plan Number: B2500096 *Roth Available*	Mutual Funds	403(b) and 457(b)	Phone (803) 354-5084 https://www.penselect.com/contact-us Anna Pomykala Phone (503) 296-7676 ext. 277 anna.pomykala@ceterainvestors.com Joshua Bostic Phone (503) 296-7676 ext. 282 joshua.bostic@ceterainvestors.com
Vanguard Investments Vendor Plan Number: 437595 *Roth Available* Online Enrollment: https://www.vanguard403bservices.com/application	Mutual Funds	403(b)	Phone (800) 569-4903 https://investor.vanguard.com/plans/403b-plans
Voya Retirement Insurance & Annuity Vendor Plan Number: 403(b) VT9537, 457(b) FE1930 *Roth Available* Online Enrollment: enroll.voya.com Access code: 45477	Annuities	403(b) and 457(b)	Phone (888) 311-9487 https://www.voyaretirementplans.com Pamela Young Phone (503) 257-4637 pamela.young@voyafa.com Rolf Ellingsen Phone (503) 517-9363 rolf.ellingsen@voyafa.com
OSGP (Oregon Savings Growth Plan) Plan ID: 4321 *Roth Available* Online Enrollment: osgp.voya.com Click on Enroll in the Oregon Savings Growth Plan	Mutual Fund	457(b)	Phone: (800) 365-8494 https://www.oregon.gov/pers/mem/pages/oregon-savings-growth-plan.aspx