The Plan for You…
403(b) / 457 Comparison
You may contribute the Maximum to both plans!

	403(b)	457
Eligibility	Available to employees of section 501(c)(3) organizations and public schools.	State and local governments including public school employees where a plan has been established by the employer.
Contribution Limits	Elective deferral limit is $24,500 in 2026.	Same. May contribute the elective deferral limit in both 403(b) and 457 plans without offsetting each other. (See catch-up.)
Catch-up Contributions	Can be made by individuals 50 or older. Age 50 catch-up limit: $8,000. Age 60-63 catch-up limit: $11,250. Any individual whose FICA income exceeded $150,000 in 2025 must put any age based catch up contributions into a Roth account.	Same catch-ups available for 457 plans.
Additional Catch-up	Not allowed.	In final 3 years before normal retirement age, may contribute up to 200% of the normal limit, subject to calculation of prior contributions.
Contribution Method	Plans are funded through salary reduction and contribution is made on a pre-tax basis. Tax deferred earnings means no taxes paid until money is distributed.	Same.
Investment Options	Funded with various Custodial Accounts	Same.
Distribution	May be withdrawn at age 59 1/2, separation from service, death, total disability, retirement, and financial hardship.	May be withdrawn at age 70 1/2, separation from service, retirement, unforeseen emergencies, total disability and death.
Hardship / Unforeseeable Emergency Withdrawals	Hardships include purchasing a home, paying for child's education, and unpaid medical bills.	Unforeseeable emergency includes financial hardship due to illness, casualty losses, and other sudden unforeseeable events beyond the participant's control.
Taxation of Distributions	All withdrawals are subject to income taxation. Withdrawals prior to age 59 1/2 will also be subject to a 10% federal tax penalty unless age 55 and separated from service, or in the event of death or disability.	Same. However, 457 withdrawals are not subject to the 10% federal penalty tax at any time.
Loans	Loans are allowed. Availability and limits will apply by plan. Please see loan policy.	Same.
Buy Back Provision	Monies in the plan can be used to "buy back" past service credits of a government defined benefit plan.	Same.
Normal Retirement Age	59 1/2	55
Approved Vendor(s)	403(b) Aspire/ Edward Jones	TIAA
Rollovers Into Plan	Allowed	Allowed
Roth Option	Available	Available

Union Public Schools

403(b)/457
Plan Vendor Contact Information

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