

## **Annual 403(b) Plan Eligibility Notice**

**January 2026**

Bath Local School District offers our eligible employees the opportunity to save for retirement by participating in the Bath Local School District 403(b) Plan (the "403(b) plan"). You can participate in this plan by making pre-tax contributions and Roth 403(b) after-tax contributions. You are eligible to participate in this plan, whether or not you are actively contributing to it.

### **Not yet contributing to the 403(b) plan?**

To start your contributions to the 403(b) plan, complete and return a salary reduction agreement to the Treasurer's office. Please note that in addition to completing and returning a salary reduction agreement, you must also establish an account with the appropriate investment provider(s) that you have selected on the salary reduction agreement. A salary reduction agreement form, and a list of approved providers is available on the school district website.

### **Already contributing to the 403(b) plan? Great news! You have an opportunity to increase your contributions to the 403(b) Plan.**

If you are already currently contributing to the 403(b) plan, you may be able to increase your pre-tax contributions and Roth 403(b) after-tax contributions. To change your contributions, complete and return a salary reduction agreement to the Treasurer's office.

Of course, you can keep your contributions at their current level. In the alternative, if your current financial situation means that you need to lower your savings for retirement, you can change your contribution rate by completing and returning a salary reduction agreement as described above.

If you participate in more than one 403(b) plan or in another employer's 401 qualified plan (including but not limited to a pension plan or 401(k) plan) or simplified employee pension plan *and* you have more than 50% ownership interest in that other employer the IRS requires those plans to be combined for single total annual contribution limit. You are responsible for providing this information to the employer that provided this notice to you. The employer may ask you for additional contribution information about those other plans in order to monitor total contributions made to your 403(b) account in accordance with the IRC. Any excess received over the IRS annual contributions limit (including in coordination with other plans) must be corrected via your participant account under this 403(b) Plan.

### **How much can I contribute?**

In general, you may contribute up to \$24,500 in 2026. This amount may be adjusted annually. Additional catch-up contributions may be permitted if certain criteria are met. Specifically, if you are at least 50 years old and/or you have completed at least 15 years of service, you may also be able to make additional catch-up contributions. Each catch-up has its own limits.

***This Notice is not intended as tax or legal advice. Neither your employer nor the investment providers offering retirement savings products under the plan can provide you with tax or legal advice. Employees are encouraged to contact their financial representative or tax professional with any questions.***

If you have questions specific to Bath Local Schools, please contact Joel Parker or Julie Jordan at 419-221-0807.