

Klein ISD

Summary Plan Description

Plan Type

Internal Revenue Code
Section 401(a)

Plan Password for Enrolling Online

Online Enrollment Not Available

Plan Administrator

JEM Resource Partners

Written Plan Effective Date

9/1/2002

Eligible Employees

Employees who contribute to a
403(b) or 457(b) with Klein ISD

Plan Year End

12/31

Matching Contribution Rules

Tier I- the Employer will make a contribution for employees who put at least \$200 annually* into 403(b) or 457(b) on behalf of the participant** into a 401(a) based upon the following schedule.

Used Sick/Personal Days (< 0-3) Contributions (3 days of Credit)

Teachers and Professional- Credit Value, \$100

Other Employees- Credit Value, \$50

*403(b) and 457(b) must be made prior to 8/31 ** Must be employed on the first and last day of Plan Year

Tier II- Eligible Employees can choose either the New Accumulated Leave Plan or the "Grandfathers"

Accumulated Leave

New Accumulated Leave Plan: A contribution equal to the number of state or local days at the following rate

Certified Teachers and Professional Employees- One half (1/2) the daily rate for Long Term Certified Substitutes

All other personnel- One half (1/2) the daily rate for Long Term Non-Certified Substitutes

"Grandfathered" Accumulated Leave Plan: A contribution in the amount calculated under District Policy and value of unused accumulated leave in excess of the maximum allowable contribution to the 457(b)

Vesting

Contributions made to a Plan Participant's account are subject to vesting requirements (the ownership of the contributions and earnings). The following schedule shows when a Participant will become the owner of the account balance.

Tier I: Years of Service – Vesting % For

| Yr 1 | Yr 2 | Yr 3 |
|------|------|------|
| 30% | 60% | 100% |

***Participants become 100% vested upon retirement, death, or total disability**

Tier II: 100% vested upon retirement.

Distributions

Available for the following conditions:
Separation of Service, Death, Disability, or
Retirement

Hardship

Not Available

Administrative Fees

JEM Resource Partners - Record Keeper
\$1.25 per participant per month
Paid by Klein ISD

ESC Region 10 - Plan Coordinator
\$.10 per participant per month, paid by
Klein ISD

Loans

Not Available

Disability

Determined by TRS

TCG Advisors, LP –
Investment Advisor
Sliding Scale (.45%-.25% of
assets) Currently .45%
Paid from plan assets

Automatic Distributions

Not Available

Beneficiaries

Record Keeper - JEM

Wilmington Trust - Custodian .10%
of assets paid by plan assets

Distribution Fee
\$25, paid by the participant

For more information please contact JEM Resource Partners, the Plan Administrator

This document is designed to inform Participants about the Plan in non-technical language. Every attempt is made to convey the Plan accurately. If anything in this Summary Plan Description varies from the Plan Documents, Plan Documents govern.

