

KAUFMAN INDEPENDENT SCHOOL DISTRICT (Kaufman ISD)
401(a) TERRP DEFINED CONTRIBUTION PLAN
(Teacher/Employee Recruitment and Retention Program)
SUMMARY PLAN DESCRIPTION
 May 1st, 2007

The Kaufman ISD Board of Trustees adopted the Educational Service Center Region 10 (Region 10) TERRP (Teacher/Employee Recruitment and Retention Program) Plan (“the Plan”) on January 1, 2002. The Region 10 TERRP plan is completely funded by the employer. Kaufman ISD (Employer) makes contributions on behalf of employees in addition to their normal compensation. The contributions are made based upon specific benchmarks that were designed to reward Kaufman ISD staff.

Contributions

The Employer shall make contribution on behalf of Employees who meet the following criteria:

The Employer will match any contribution made to a 403(b) or 457(b) on behalf of the participant into the 401(a)
 Base Match is **100%** of contribution up to **1%** of Base Salary.

* Contributions shall be allocated to eligible employees on August 31st of each Plan year.

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.

	Years of Service				
	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5+
Vesting %	0%	25%	50%	75%	100%

The vesting schedule is waived and Participants become fully vested in their account balance for the following reasons:

- A. Retirement (Must qualify for TRS benefit)
- B. Total Disability (As defined by TRS)
- C. Death

Fees Charged by Plan Service Providers

JEM Resource Partners – Record Keeper - \$1.18 per month, \$25 Distribution fee

Paid by Participant

Distribution fee is paid by Participant

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

Paid by Plan assets

AST Capital Trust – Custodian - Paid .10% of assets.

Paid by JEM Resource Partners

ESC Region 10 – Coordinates Plan - \$.10 per Participant per month.

Paid by Participant

Contact Information

For more information please contact the Plan Record Keeper JEM. Their contact information is below:

Record Keeper
JEM Resource Partners
 4201 Bee Caves Rd C-101
 Austin, TX 78746
 Phone: 800-943-9179
 Fax: 888-989-9247

Investment Advisor
TCG Advisors, LP
A Registered Investment Advisor
 4201 Bee Caves Rd C-101
 Austin, TX 78746

Trustee
AST Capital Trust Company
 2800 North Central Avenue Suite 900
 Phoenix, AZ 85004
Custodian
TD Ameritrade

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, the Plan Documents govern.