

Cash Balance

DISCOVER THE BENEFITS

What is the Cash Balance Benefit Program?

The Cash Balance Benefit Program, an Internal Revenue Code 401(a) defined benefit plan, is designed specifically for part-time educators and adjunct faculty. Eligibility is determined on the basis of employment (part-time or temporary employment), not on the actual hours worked. Generally, employees and employers each contribute 4 percent of the employee's gross salary.


Cash Balance is a hybrid retirement program that can be an alternative to the CalSTRS Defined Benefit Program, Social Security and other retirement plans. It accumulates funds based on dollars contributed by the employee and the employer plus interest, similar to a defined contribution program. But, like a defined benefit program, it offers a guaranteed benefit in either a lump sum, or in monthly payments if the balance is at least \$3,500.

CalSTRS Resources

WEB
 CalSTRS.com
 Click *Contact Us* to e-mail
 403bCompare.com
 www.Pension2.com
 CalSTRSBenefits.Us

CALL
 800-228-5453
 7 a.m. to 6 p.m.
 Monday through Friday
 866-384-4457
 Home Loan Program
 888-394-2060
 CalSTRS Pension2®
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WRITE
 CalSTRS
 P.O. Box 15275
 Sacramento, CA 95851-0275

VISIT
 Member Services
 100 Waterfront Place
 West Sacramento, CA 95605

FAX
 916-414-5040



CalSTRS Cash Balance Benefit Program is a cost-effective retirement plan for your part-time certificated educators. Unlike other programs, it offers benefits to both you and your employees.

How It Benefits You

As an administrator, you understand the need to recruit and retain qualified part-time educators. By offering the Cash Balance Benefit Program, you not only take care of your employees, you also save your school district money.

Offer a Competitive Benefit Package

- » Immediate vesting for employees.
- » Portability of account to other qualified plans or other Cash Balance employers.
- » Annuities that can be paid out for the life of the employee and beneficiary.
- » IRS-approved defined benefit plan.

Your school board members are also eligible to participate in the program for their school board service.

Save Your School District Money

- » Save 2.2 percent over Social Security.
- » Save 4.25 percent over the CalSTRS Defined Benefit Program.
- » Pay no fees.
- » Negotiate contribution rates.
- » Contribute with no liability beyond contribution.

How It Benefits Your Employees

The Cash Balance Benefit Program helps you improve the benefit package you offer your part-time teachers. They can choose to participate in a retirement plan that offers:

Flexibility

- » A choice of five annuities at retirement, two of which offer joint and survivor benefits payable over two lifetimes.
- » Potential to roll money into the account from other qualified plans.
- » Ability to purchase creditable service in the Defined Benefit Program using Cash Balance account contributions.

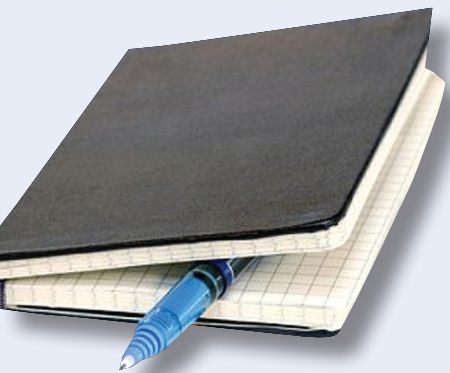
A Stable, Fast-Growth Program

- » Matching contribution from their district.
- » Immediate vesting.
- » Fixed compounded interest rate based on fiscal year.
- » Opportunity for additional interest and annuity credits.
- » CalSTRS guarantee that all benefits will be paid in full.

CalSTRS Provides Support

Enjoy customer service from the nation's largest teachers' retirement system:

- » Annual statements for participants.
- » Customized benefit workshops to answer employees' questions during the election period and on a semi-annual or annual basis, as requested.
- » Professional, comprehensive benefit brochures you can distribute to help employees make a retirement plan choice.
- » Direct toll-free telephone number to Cash Balance Benefit Program staff.
- » Responsive, personalized service and hands-on training from the Cash Balance Benefit Program staff.



By offering this program, you
take care of your employees and
save your school district money.