



SCHOOL BOARD MEETING REPORT

Board Meeting Date: 11/16/22 Superintendent: Dave Valenzuela

Administrator/Staff: Lisa Cross

Type of Item: Informational Action

Please state your proposal briefly and clearly. What do you want the board to know, discuss, or decide?

The district is required to approve a 403(b) Plan Amendment detailing regulation changes surrounding hardship distributions and eligibility requirements for part time employees.

Provide history/background information on your proposal:

The IRS has provided guidance that makes clear that once a part time employee is eligible to participate in the plan, they cannot be excluded in any later year. The IRS also required that this "once in always in" condition be explicitly stated in the plan document. Additional amendments concerning hardship distributions is detailed in the attached Plan Amendment.

List the advantages of your proposal:

The changes allow for continued participation in a 403(b) plan and makes it easier to receive a hardship distribution.

List possible disadvantages of your proposal:

None

List possible alternatives that could also offer a solution to your proposal. Why were they not recommended?

None

Superintendent's recommendation(s):

Approve: Yes No