

# Teacher/Employee Recruitment and Retention Program

The Teacher/Employee Recruitment and Retention Program (TERRP) is a local governmental, tax-qualified retirement savings plan and trust established under Section 401(a) of the Internal Revenue code retirement program established by the Education Service Center Region 10. This plan will supplement the 403(b)/457 employee plans with District contributions. The employees' money will be put into their own investment accounts. The District contributions will be put into a separate TERRP account until the employee separates from service.

Plan highlights:

- The District will match 50% of employee deferrals up to 2% of pay for employees not exceeding ten absences during the plan year.
- The District will match 75% of employee deferrals up to 3% of pay for employees with excellent attendance, not exceeding two absences during the plan year.
- The District will match 100% of employee deferrals up to 4% of pay for employees with perfect attendance during the plan year.
- The maximum amount the District will contribute per employee is \$6,000 per plan year.
- Employee is zero percent vested in years one and two. The employee becomes 50% vested in year three, 75% vested in year four and 100% vested in year five.
- Must be employed on the last day of the plan year (August 31) to keep the District contribution for that year. Exceptions – retirees who meet the TRS rule of 80 and those who pass away or become permanently disabled.
- Plan year runs from September 1 to August 31 each year.

For Information or questions:

[www.region10rams.org](http://www.region10rams.org)

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