

403(b) Voluntary Retirement Plan Tax-Sheltered Annuity (TSA) Universal Availability Notice



Pennsylvania's State System of Higher Education (State System) provides you with the opportunity to establish a regular method of saving for your retirement through the 403(b) Voluntary Retirement Plan. If you would like to know more about how you can participate in this voluntary TSA Plan, you can obtain additional information on the State System website at www.passhe.edu/enrolltsa.

Eligibility

If you are an employee of the State System and are not a student regularly attending classes offered by the State System, then you are eligible to participate in the Plan. Eligible employees may participate in the Plan effective as of their date of hire.

Deferral Elections

To enroll in the voluntary TSA plan, visit www.passhe.edu/enrolltsa and go to the Retirement@Work link. You will need to register for access and establish a user ID and password. Once registered you will be able to choose an investment provider, TIAA and/or Fidelity; choose how much you would like to contribute per pay period, as either a dollar amount or percentage; choose to make pre-tax and/or Roth after-tax contributions; set up your TSA account; and select your investments. Employees may choose from an investment menu that includes the same approved investments offered within the group Alternative Retirement Plan (ARP), which are regularly reviewed and monitored against performance standards. Additionally, these investments are offered at the lowest share class fees available. Both TIAA and Fidelity offer a TSA brokerage account which provides additional options for employees that desire investment choices outside of the approved ARP fund lineup. The brokerage account allows participants to independently research and select from thousands of mutual funds in addition to the fund choices offered by TIAA and Fidelity.

The IRS limits the amount you may defer under this and other plans in any tax year. For 2026, the limit under all plans of this type is \$24,500. If you are at least age 50 before the end of the calendar year, you may elect to defer additional amounts (called Age 50 Catch-Up Deferrals) to the plan as of January 1st of that year. The maximum Age 50 Catch-Up Deferral that you can make in 2026 is \$8,000. For individuals who attain age 60, 61, 62, or 63 in 2026 the catch-up contribution amount is \$11,250. After 2026, the limits may increase for cost-of-living adjustments. The SECURE Act 2.0 requires age-based catch-up contributions to be made as Roth if your FICA wages (box 3 of your State System issued 2025 W2) were greater than \$150,000 in 2025.

Each participant gets one limit for contributions to all 403(b) plans; if you are also a participant in a 403(b) plan of another employer, your combined contributions to that plan and to the State System TSA Plan are limited. If you do participate in more than one 403(b) plan, you are responsible for tracking all your contributions to the plans so that the total amount of all your contributions to all plans in which you participate do not exceed the limit. Note also that the sum of all your contributions to all 403(b) plans that you participate in for 2026 is generally limited to the lesser of \$72,000 or 100% of your compensation.

Employees wishing to maximize their voluntary retirement contributions may contribute the maximum annual limits to both the 403(b) plan and the 457(b) deferred compensation plan each year. More information about the 403(b) Voluntary Retirement Plan is available in the [Summary Plan Description](#).