START HERE

Your pension and your 403(b)

As a California educator, you may have both. They do different jobs, and seeing how they fit makes the case for saving on your own.

TWO DIFFERENT JOBS

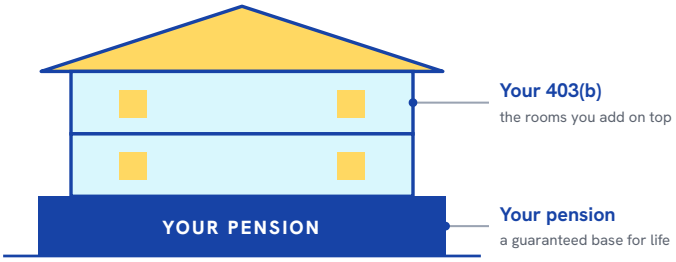
Your CalSTRS® or CalPERS® pension is a guaranteed base. You earn it through your years of service, and it pays a set income for life in retirement. A 403(b) is the opposite kind of tool. It is your own savings, you decide how much goes in, and you control how it is invested. One is a floor you stand on. The other is what you build on top of it.

WHY A BASE IS RARELY THE WHOLE STORY

On average, a CalSTRS pension replaces about 50% to 60% of a career educator's final salary. CalPERS members should check their own plan's replacement ratio, which can differ. Financial professionals say you may need 80% to 90% of your final salary to retire comfortably. That can leave a gap between what arrives each month and what your life actually costs. A 403(b) is a simple way to help close that gap, because every dollar you add is yours and has the potential to grow until you need it. Source: CalSTRS Member Handbook 2026.

A SIMPLE WAY TO PICTURE IT

Your pension is the foundation of the house. Your 403(b) is the rooms you add on top. The foundation holds everything up, and the rooms are where you actually get to live.



WHAT THE 403(b) ADDS

- You choose the amount, starting as low as **$100 a month**
- Everything you contribute is yours from day one and stays yours if you change jobs
- You decide how it is invested, or use a simple default
- It grows tax-advantaged until you reach retirement

Ready when you are.

Enroll in about 10 minutes at **enroll.ctaretirementplan.org**. Prefer to talk it through first? Call **(916) 235-9800**, or **pick a time to talk to an advisor**.

For educational purposes only and not individualized investment, tax, or legal advice. Pension figures are general and depend on your plan, your years of service, and your final salary. The CTA 403(b) Plan is officially named the CTA Retirement Savings Plan. Advisory services are provided by Prudent Investor Advisors, an SEC-registered investment adviser. Registration does not imply a certain level of skill or training. © 2026 CTA Voluntary Retirement Plans for Educators, LLC. All rights reserved.