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Retirement Program

Ringling College of Art and Design currently provides employees with an opportunity to voluntarily participate in a tax deferred annuity plan (403b) through TIAA-CREF and VALIC. Employees may enroll in the plan at any time by completing a Salary Reduction Agreement in the Office of Human Resources.

Employee Elective Contributions

Employees may make elective contributions immediately and should verify with the Office of Human Resources the maximum limit for elective contributions established by law. Employees are immediately vested 100% in their contributions.

Employer Matching Contributions

After the employee has completed at least 1,000 hours of service per year for two years, the College will match the employee's contribution up to 5% of compensation. Service with an eligible employer will be counted toward meeting the eligibility requirements for Employer Matching Contributions. Eligible employer is defined as any institution of higher education. Employees are immediately vested 100% in the Employer Matching Contributions.

Retirement Benefits

When employees retire, they are entitled to receive a monthly or other periodic income under one of the several options available. All options provide for income to a spouse or other beneficiary.

A Summary Plan Description, which describes the retirement plan, will be given to employees when they become eligible for the Employer Matching Contributions. Copies may be obtained at any time in the Office of Human Resources or online at www.ringling.edu/hr.