



Harrison Central School District

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Harrison Administrators Association Employee Benefit Summary

Health Insurance

Administrators may enroll in comprehensive single, two-person or family health insurance coverage, effective with their start date in the district. The district provides health insurance coverage through the State-wide Schools Cooperative Health Plan (SWSCHP), which includes numerous network health care providers.

District contribution: 80%;
 Employee contribution: 209%

Biweekly employee contributions for 2019-20:

Type of Coverage	SWSCHP
Single Person	\$122.68
Two-Person	\$258.85
Family	\$277.31

Dental Benefit Plan

Funded by the Teachers Benefit Trust Fund, the plan covers services provided by the dentist of your choice, including preventive treatment, emergency treatment, diagnostic services, anesthetics, drugs, extractions, and surgery (see Benefits Trust Fund booklet for further details).

Employee contribution: Family = \$200; Single = \$50

Vision Benefit Plan

Funded through Teachers Benefits Trust Fund, the plan covers eye examinations and glasses or contact lenses once per individual per plan year (see Benefits Trust Fund booklet for further details). No cost to employee.

Flexible Benefit Program (125 Plan)

This benefit allows employees to have pre-tax monies withheld from their paychecks for reimbursement of out-of-pocket medical, dental, drug and optical costs.

403B & 457B Tax Deferred Savings Accounts

Employees may make tax deferred contributions into a 403B and/or a 457B tax deferred savings account according to the limits established by the Internal Revenue Service. See the District's website for more detailed information on 403B and 457B tax deferred savings accounts.

Group Life & Accidental Death/Dismemberment Insurance Program

Funded through Teachers Benefits Trust Fund, this coverage allows employees to enroll in term life insurance plans at competitive group rates, and long term disability provides a partial salary protection benefit in the event of a long term disability as a result of an injury or illness (see Benefits Trust Fund booklet for further details).

Work Year & Absence Entitlements

Administrators work a twelve-month schedule and are provided with the following absence entitlements annually*:

- ✓ 28 Vacation Days**
- ✓ 17 Holidays
- ✓ 15 Sick Days
- ✓ 4 Personal Days
- ✓ 3 Birth In Family Days
- ✓ 5 Family Illness Days
- ✓ 5 Death Immediate Family Days
- ✓ 3 Death Extended Family Days

* Days are pro-rated for the first year based on date of hire.

** Administrators may choose to rollover up to five (5) unused vacation days or receive payment for up to eight (8) unused vacation days per year.

NYS Teachers Retirement System

Administrators are required to participate in the New York State Teacher Retirement System (NYSTRS). Tier 3 and 4 employees contribute 3% of salary for the first ten years of service in the system. Tier 5 employees contribute 3.5% of salary for the duration of their active service. Tier 6 employees contribute between 3.0% and 6.0% based on salary thresholds for the duration of their active service.

Longevity Benefit

Administrators who work for at least five years in the District are eligible to receive additional annual compensation in the form of a longevity payment. Longevity payments are based on the following years of service:

Years of Service	Payment
5-8	\$3,000
9-13	\$5,000
14+	\$6,000

Tuition Reimbursement

Administrators are entitled to a maximum of \$5,000 per year for the purpose of tuition reimbursement, up to a maximum of \$25,000 per year for the entire Association.

Meal Reimbursement

Administrators receive an annual stipend of \$150 to cover the cost of meals associated with attending night events.

