

**LONGWOOD CENTRAL SCHOOL DISTRICT**  
**EMPLOYEE BENEFITS – CSEA MEMBERS**

Congratulations on your new position. Upon final confirmation of your hire date by the Board of Education, you will be contacted by the Benefits Department and an appointment will be made to complete your benefits package. At the appointment, Longwood's benefit offerings will be explained in detail, and any questions you might have will be answered. You will also have the opportunity to complete all applicable forms.

Your full-time or minimum 6-hour appointment with Longwood Central Schools entitles you to *some or all* of the following:

**Health Insurance\***: Longwood CSD participates in the NYSHIP Empire Plan. You may enroll in either an individual or family plan, which will be effective on the date of your Board of Education appointment. Should you choose not to participate in the district's plan, you will have the opportunity to opt out and receive a medical insurance "buyback" in lieu of enrollment.

*\*Full-time appointments only*

**Dental & Vision Insurance**: Longwood participates in the CSEA Sunrise Dental plan, and the CSEA Silver 12 Vision plan, which are offered as one combined package to all employees who have been board-appointed to a position with a minimum of six (6) hours of work per day.

**Flexible Spending Account (FSA)**: This is an optional pre-tax benefit, encompassing medical and/or dependent care expense reimbursement.

**Tax-sheltered Annuities (TSA)**: We offer both OMNI 403b and NYS 457 Deferred Compensation annuities; both are optional pre-tax benefits.

**AFLAC**: Representatives from AFLAC will be available to meet with employees annually for enrollment; dates and times will be announced. This is an optional pre-tax benefit.

**Group Term Life Insurance**: All CSEA members who are board-appointed to positions with a minimum of six (6) hours per day are entitled to a policy in the amount of \$25,000 or one year's contractual salary, whichever is *greater*.

**Long-term Disability Insurance**: All CSEA members who are board-appointed to positions with a minimum of six (6) hours per day are covered under a group long-term disability (LTD) policy.