

BENEFITS BUDGET

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EMPLOYEE BENEFITS

Employees Retirement System

The district participates in the New York State Employees Retirement System. This retirement benefit covers all support staff such as secretaries, custodians, teacher aides, monitors and nurses. The cost for this benefit varies from year to year depending on the pension plan's returns. Ten years ago, the State allowed municipalities and school districts to finance the ERS payments over a ten year period. Back then, the district was in difficult financial situation and decided to take this option. Last year, the District finished paying the additional rate. Therefore, for this year, the school district contribution rate to ERS will be 13.49% compared to approximately 16% last year. This year the contribution will be approximately \$1,379,064 compared to \$1,494,302 during the 2021-22 school year, a decrease of 7.7%.

Teachers Retirement System

The school district participates in the New York State Teachers Retirement System. The cost is based on a contribution percentage of salaries paid. The rates have been as follows:

2007-08	8.73%
2008-09	7.63%
2009-10	6.19%
2010-11	8.62%
2011-12	11.11%
2012-13	11.84%
2013-14	16.25%
2014-15	17.53%
2015-16	13.26%
2016-17	11.72%
2017-18	9.80%
2018-19	10.62%
2019-20	8.86%
2020-21	9.53%
2021-22	9.80%
2022-23	10.29%

This year, the employer retirement contribution will be 10.29% compared to 9.80% last year. Employees covered under this system are the administrators, teachers and other professional staff. Coaches' salaries and co-curricular stipends are also included in this category. The District's expense for this benefit will be approximately \$3.64 million compared to \$3.38 million during 2021-22, an increase of 7.5%.

Social Security

The Social Security rate for this year is 6.2%, up to the maximum wage of approximately \$147,000. The Medicare tax rate is 1.45% for all wages. The district is projecting to spend approximately \$3.59 million for the 2022-23 school year for both FICA and Medicare.

Worker’s Compensation

The district is in a self-insured consortium for worker’s compensation with Wright Risk Management as the administrator of the plan. This year the District will see a 25.2% decrease in premium from \$439,000 to \$328,882. The low rate this year is due to a surplus fund in the program that allows the district to reduce its premiums by approximately \$110,000.

Life Insurance

The District, as per contractual agreement, provides life insurance to the following:

Administrators	1.75-2.5 times their annual salary
Secretaries	\$50,000 per person
Custodians	\$50,000 per person

For the 2022-23 school year the cost to the district for this benefit will be approximately \$70,000, same as last year.

Unemployment Benefits

Unemployment benefits for the 2022-23 school year will be \$10,000. This is due to the fact that during the 2019-20 and 2020-21 school years there were substantial number of fraudulent claims against the District. The Department of Labor does not reimburse these fraudulent claims to the District, but deducts them toward future claims.

Health Insurance

The District is a member of the Putnam/Northern Westchester BOCES consortium, a self-insured health insurance plan. The plan covers employees, retirees and spouses and family members of these groups. The District also reimburses a a portion of the premium savings to employees whose spouses cover their health insurance. For the 2022-23 school year, the consortium will continue with a three-tier plan: Individuals; Individual +1; and Family.

The district provides health benefits to 305 employees (135 family plans, 51 individuals +1 and 119 individuals) and waiver payments to 170 employees. In addition, the District pays for 356 retirees for health insurance (16 family plan, 141 employee +1 and 199 individual). In addition, it pays \$170.10 per month per Medicare eligible individual. There are 348 retirees and their spouses who receive this money. The consortium’s rates will increase by 8.0% during the 2022-23 school year. The total cost for the District for the 2022-23 school year is approximately \$13.3 million.

There is an employee contribution for health insurance premiums. During the 2022-23 school year, the rates are as follows.

	Family	Individual +1	Individual
Administrators	16.0%	16.0%	16.0%
Teachers	15.0%	15.0%	15.0%
Teacher Aides	15.0%	15.0%	15.0%
Secretaries	14.0%	14.0%	11.0%
Custodians	16.5%	16.5%	16.5%

There are approximately 170 eligible employees who do not participate in our medical insurance. These employees receive a contractual amount ranging from \$1,650 to \$10,575 per person in lieu of health insurance coverage.

Other Employee Benefits (Professional and Classified)

The District employees have additional benefits based on contractual agreements. The total budgeted amount for these benefits is approximately \$1.11 million compared to \$1.257 million last year, a decrease of \$145 thousand.

These benefits include:

Benefit Trust - For Teachers and Custodians.

Employee Assistance Program - For all employees. BOCES manages this program.

Physical Exams and Flu Shots - For all employees.

Disability Insurance - For all District Administrators.

Professional Development - For Secretaries and TAMA members.

ACCOUNT CODES - BENEFITS

ACCOUNT	DESCRIPTION	2021-22	2022-23	Pct. Chg.
		Budgeted	Projected	
A 9010.800-10	EMPLOYEE RETIREMENT:EMPLOYEE BENEFITS	1,494,302	1,379,064	-7.7%
A 9020.800-10	TEACHER RETIREMENT:EMPLOYEE BENEFITS	3,387,020	3,630,054	7.2%
A 9030.800-10	SOCIAL SECURITY:EMPLOYEE BENEFITS	3,392,000	3,591,360	5.9%
A 9040.800-10	WORKERS COMPENSATION:EMPLOYEE BENEFITS	439,000	328,882	-25.1%
A 9045.800-10	LIFE INSURANCE:EMPLOYEE BENEFITS	70,000	70,000	0.0%
A 9050.800-10	UNEMPLOYMENT BENEFIT REIMBURSEMENT	10,000	10,000	0.0%
A 9060.800-10	HEALTH INSURANCE:EMPLOYEE BENEFITS	12,369,677	13,324,820	7.7%
A 9089.490-10	UNDISTRIBUTED - OTHER:SERVICES FROM BOCES	11,000	11,000	0.0%
A 9089.800-10	UNDISTRIBUTED - EMPLOYEE BENEFITS (PROFESSIONALS)	460,490	488,227	6.0%
A 9089.801-10	UNDISTRIBUTED - OTHER: FLEX BENEFIT	2,000	2,000	0.0%
A 9089.803-10	UNDISTRIBUTED - EMPLOYEE BENEFITS (CLASSIFIED)	796,578	623,576	-21.7%
		<u>22,432,067</u>	<u>23,458,983</u>	4.6%