

Williamsville Teachers' Association Benefit Summary

BENEFITS	TEACHERS RECEIVE	Who is eligible	COST PAID BY
Salary	<p>* All new teachers are placed initially on Step 1 BS = \$41,040 OR Step 1 MS = \$43,200</p> <p>*Compensation will be adjusted upon proof of education and up to ten years of fulltime teaching service at 2:1 ratio</p> <p>* Employees eligible for compensation for district approved or mandated courses at \$31.83 /hour &amp; stipends for extracurricular activities and additional duties</p> <p>*Employees are eligible for additional compensation for graduate hours earned to a maximum of MA+30.</p> <p>*Employees are eligible for annual salary increases per the negotiated contract schedule.</p>	<p>Fulltime teachers</p> <p>Pro-rated for Part-time teachers</p>	<p>Williamsville Central Schools</p>
Medical & Dental Insurance	<p>Insurance administered by the WTA Benefit Trust.</p> <p>Medical - Independent Health</p> <p>Dental - Aetna Dental.</p> <p>*Web: <a href="http://www.williamsvilleteachers.org/benefits-trust">www.williamsvilleteachers.org/benefits-trust</a></p> <p>*Phone: 716-633-6183</p> <p>*Email: WTABT@Williamsvillek12.org</p>	<p>Fulltime and Part-time employees with greater than 0.5 FTE who start before the 15th of the month are immediately eligible, employees hired on or after the 15th of the month are eligible the 1st of the following month.</p>	<p>Employee contribution eff:</p> <p>September 1, 2023 = 14%</p> <p>September 1, 2024 = 15%</p> <p>*Health waiver benefit of up to \$1,000 annually for refusal of family health <u>and</u> dental coverage if covered through spouse's employment elsewhere.</p>
Paid Time Off	<p>There are three separate week-long breaks: Winter, Mid-Winter, and Spring, plus 9 paid holidays</p>	<p>WTA Members</p>	<p>Williamsville Central Schools</p>
Sick Time	<p>16 illness days, 3 of which can be used for personal reasons, are granted on Sept 1 with accrual up to 210 days.</p>	<p>Fulltime teachers</p> <p>Pro-rated for Part-time teachers</p>	<p>Williamsville Central Schools</p>
Retirement (Pension)	<p>Membership into NYS Teacher's Retirement System. For more information, go to: <a href="http://www.nystrs.org">www.nystrs.org</a></p>	<p>All employees are immediately eligible, must enroll within 30 days of hire.</p>	<p>Employee and Williamsvile CSD contribution dependent on Retirement Tier</p>
Retirement (Health Benefits)	<p>Employees with 15 yrs of service who retire with NYS will be compensated for sick time accruals at a minimum of \$150 each up to a maximum of 205 days and will be eligible for attendance stipend based on annual accrual usage.</p>	<p>WTA Members</p>	<p>Williamsville Central Schools</p>

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Deferred Compensation	Save for retirement by contributing to a 403(b) Plan and/or a 457 NYS Deferred Compensation Plan through Payroll Deductions	Fulltime and Part-time teachers	Voluntary benefit for employee to enroll and contribute to.
Flexible Spending Account	Program that enables employees to place pre-tax dollars in an account for unreimbursed healthcare and dependent care expenses.	Fulltime and Part-time teachers	Voluntary benefit for employee to enroll and contribute to.

*Care has been taken in the preparation of this matrix in order to make this Benefit Summary as accurate as possible; for a more complete explanation, please refer to the Williamsville Teachers' Association collective bargaining agreement or WCSD Board policy. This is NOT a complete summary and should be understood as only a guide to assist you in evaluating negotiated benefits.*