

CSEA Benefit Summary Williamsville Central School District

BENEFITS	CSEA MEMBERS RECEIVE	WHO IS ELIGIBLE	COST PAID BY
Salary	Full-time members receive start salaries/hourly rates as identified in Appendix A of the contract. Parttime members receive a pro-rated salary/hourly rate as appropriate to their assignment.	CSEA Members	Williamsville Central Schools
Medical & Dental Insurance	<p>The WCSD administers insurance.</p> <p>Medical - Independent Health</p> <p>Dental - Nova Dental or CSEA Dental</p> <p>*Web: www.williamsvillek12.org >Departments >Human Resources >Benefits & Payroll</p> <p>*Phone: 716-626-8054</p> <p>*Email: LHinca@Williamsvillek12.org</p>	Employees 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>* Employee Health Insurance contribution eff:</p> <p>September 1, 2023 = 16%</p> <p>September 1, 2024 = 16%</p> <p>* Employee NOVA Dental Insurance contribution eff: September 1, 2023 = 10%</p> <p>September 1, 2024 = 10% (Contact union for CSEA Dental Cost)</p>
Paid Time Off	<p>* Employees receive four (4) days of personal use every 12 months, which are converted to sick time if not used. This accrual is pro-rated as necessary per appointment.</p> <p>*Full-time and part-time employees who hold a 12-month assignment receive eleven (11) vacation accrual days upon completion of their first-year assignment. Additional vacation accruals are granted in accordance to additional years of service as identified in Section 14.1 of the contract.</p>	CSEA Members	Williamsville Central Schools
Sick Time	Full-time members accrue one (1) sick day per month. Part-time members with a regular appointment receive a pro-rated accrual as appropriate to their assignment. Both full-time and part-time members may roll over accruals to a maximum of 220 days.	CSEA Members	Williamsville Central Schools

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Retirement (Pension)	Membership into NY State & Local Retirement System. *WCSD participates in Option 41J to the current NYS Retirement Plan which applies up to 165 unused sick leave as additional service credit upon retirement. For more information, go to: https://www.osc.ny.gov/retirement	All employees are immediately eligible, must enroll within 30 days of hire.	Employee and Williamsville CSD contribution dependent on Retirement Tier
Retirement (Attendance Bonus)	Employees with 15 years of service who retire with NYS will be compensated for unused paid leave days at the rate of \$50 per day up to a maximum of 220 days. This benefit will be pro-rated for part-time members.	CSEA Members	Williamsville Central Schools
Deferred Compensation	Save for retirement by contributing to a 403(b) Plan and/or a 457 NYS Deferred Compensation Plan through Payroll Deductions	CSEA Members	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.	CSEA Members	Voluntary benefit for employee to enroll and contribute to.
<i>Care has been taken in the preparation of this matrix to make this Benefit Summary as accurate as possible; for a more complete explanation, please refer to the Williamsville CSEA 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.</i>			