

WDA Benefit Summary Williamsville Central School District

BENEFITS	DIRECTORS RECEIVE	Who is eligible	COST PAID BY
Salary	<ul style="list-style-type: none"> <li>* The minimum salary offer for new Directors is \$103,000</li> <li>* Salary offers may be adjusted to compensate candidate for education and experience</li> <li>* Employees are eligible for 2.9% annual salary increases per the negotiated contract schedule.</li> <li>*Employees are eligible for longevity compensation for in-district administrative service beginning at 5, and increase at 10, and 15 years</li> </ul>	WDA Members	Williamsville Central Schools
Medical & Dental Insurance	<p>Medical - WCSD Enc Plus through Independent Health                      Dental - Nova High Option Dental</p> <ul style="list-style-type: none"> <li>*Web: <a href="http://www.williamsvillek12.org">www.williamsvillek12.org</a> &gt;Departments &gt;Human Resources &gt;Benefits</li> <li>*Phone: 716-626-8054</li> <li>*Email: <a href="mailto:LHinca@Williamsvillek12.org">LHinca@Williamsvillek12.org</a></li> </ul>	Employees who start on or before the 15th of the month are immediately eligible, employees hired after the 15th of the month are eligible the 1st of the following month.	Employee contribution eff: July 1, 2023 = 18.5% July 1, 2024 = 19% July 1, 2025 = 19% *Health waiver benefit of up to \$500 annually for each Director eligible for family coverage who does not enroll in any health benefit program.
Paid Time Off	<ul style="list-style-type: none"> <li>* Employees receive twenty-five (25) days of vacation for each 12 month period, with the first and final year of service pro-rated in accordance to time served.</li> <li>*Employees have the ability to either accrue unused vacation days at the rate of five (5) days per year, to a mazimum of 50 days AND/OR</li> <li>*"Cash in" up to 5 (in June, 2024) or 6 (effective June, 2025) unused vacation days at the rate of 1/240th of the member's current base salary</li> </ul>	WDA Members	Williamsville Central Schools
Sick Time	23 Illness days, 8 of which can be used for personal reasons as per section 3.2 of the contract, are granted on July 1 with accrual up to 270 days.	WDA Members	Williamsville Central Schools
Retirement (Pension)	Membership into NYS Teacher's Retirement System. For more information, go to: <a href="http://www.nystrs.org">www.nystrs.org</a>	All employees are immediately eligible, must enroll within 30 days of hire.	Employee and Williamsvle CSD contribution dependent on Retirement Tier

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Retirement (Health Benefits)	Employees with 10 yrs of service who retire with NYS will be compensated for sick time accruals at a minimum of \$130 each up to a maximum of 270 days; compensated for accumulated vacation time at the daily per diem rate (1/240) of salary earned in the year of retirement up to a maximum of 75 days; contributions to the member's Post Employment Health Plan as described in Section 7.3 of WTA contract	WDA 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	WDA Members	Voluntary benefit for employee to enroll and contribute to.
Health Reimbursement Account (105h)	On July 1st, the District will deposit into each member's 105h account for reimbursement of out-of-pocket medical, dental and vision expenses via debit card as follows: July 1, 2024: \$1,600 July 1, 2025: \$1,650	WDA Members	Williamsville Central Schools
Flexible Spending Account	Program that enables employees to place pre-tax dollars in an account for unreimbursed healthcare and dependent care expenses.	WDA Members	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 Directors' Association collective bargaining agreement or WCSD policy. This is NOT a complete summary and should be understood as only a guide to assist you in evaluating negotiated benefits.***