

Administrators Benefit Summary  
 Williamsville Central School District

BENEFITS	ADMINISTRATORS RECEIVE	Who is eligible	COST PAID BY
Salary	* The minimum salary offer for new dependent on title and can be found in Appendix A, page 16 of the WAA CBA * Salary offers may be adjusted to compensate candidate for education and experience * Employees are eligible for 2.9% annual salary increases per the negotiated contract schedule. *Employees are eligible for longevity compensation for in-district administrative service beginning at 5, and increase at 10, and 15 years	WAA Members	Williamsville Central Schools
Medical & Dental Insurance	Insurance administered by the WCSD. Medical - Independent Health Dental - Aetna Dental. *Web: <a href="http://www.williamsvillek12.org">www.williamsvillek12.org</a> >Departments >Human Resources >Benefits *Phone: 716-626-8054 *Email: <a href="mailto:LHinca@Williamsvillek12.org">LHinca@Williamsvillek12.org</a>	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: September 1, 2023 = 18.5% September 1, 2024 = 19% *Health waiver benefit of up to \$1000 annually for each director eligible for family coverage who does not enroll in any health benefit program.
Paid Time Off	* 12-month Administrators receive twenty-five (25) days of vacation for each 12 month period; 10-month Administrator received twelve (12) days of vacation for each 10 month period *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 *"Cash in" up to 5 unused vacation days at the rate of 1/240th of the member's current base salary *An administrator may leave without loss of pay for personal business not to exceed three (3) workdays in any work year.	WAA Members	Williamsville Central Schools

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Flex Time	During breaks and recesses during the regular school year, Administrators will be expected to report to work but may exercise a flexible schedule for a portion of the workday with approval from the Superintendent/Designee	WAA Members	Williamsville Central Schools
Sick Time	*12-month Administrators receive sixteen (16) days of sick leave per year; 10-month Administrator received twelve (12) days of sick leave per year *Four of the accredited sick leave days may be used for illness in immediate family	Fulltime teachers Pro-rated for Part-time teachers	Williamsville Central Schools
Section 105h Medical Reimbursement	*12 month administrator's account shall be credited: July 1, 2023: \$1550 July 1, 2024: \$1600 *10 month administrator's account shall be credited: July 1, 2023: \$1300 July 1, 2024: \$1325 (Pro-rated for service of less than one year)	WAA 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 Williamsville CSD contribution dependent on Retirement Tier
Health Insurance Fund at Retirement	Administrators with 10 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 230 days and accumulated vacation time at the daily rate of (1/240) of salary earned in the year of retirement, up to a maximum of seventy-five (75) days.	WAA Members	Williamsville Central Schools

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Health Benefit Plan at Retirement	<p>*Effective July 1st after the Administrator reaches age fifty (50), the value of accumulated sick days over one hundred (100) and accumulated vacation days in excess of five (5) will be contributed to the Plan at the rate of up to thirty (30) sick days and fifteen (15) vacation days per year. Vacation day accumulation shall not exceed thirty (30) and sick day accumulation shall not exceed one hundred fifty (150).</p> <p>*The district shall annually contribute \$3,000 to each 12 month Administrator's post-employment Health Benefit Plan, and shall annually contribute \$2,500 to each 10 month Administrator's post-employment Health Benefit Plan. Annual contributions will be pro-rated for service of less than one year.</p>	WAA 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	WAA 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.	WAA 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 Administrators' 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.*