

BENEFITS	TEACHERS RECEIVE	Who is eligible	COST PAID BY
Salary	* All new teachers are placed initially on Step 1 BS = \$44,800 OR Step 1 MS = \$47,200 *Compensation will be adjusted upon proof of education and up to ten years of instructional service at 2:1 ratio * Employees eligible for compensation for district approved or mandated courses & additional duties *Employees are eligible for annual salary increases per the negotiated contract schedule.	Fulltime teachers Pro-rated for Part-time teachers	Williamsville Central Schools
Medical Insurance	Insurance provided by Independent Health and administered by the WTA Benefit Trust. *Visit: https://www.williamsvilleteachers.org/benefits-trust *Phone: 716-633-6183 *Email: williamsvilleta@gmail.com or WTABT@Williamsvillek12.org	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.	Employee contribution eff: September 1, 2025 = 15.5% September 1, 2026 = 16% *Health waiver benefit of up to \$1,030 annually for refusal of family health and dental coverage if covered through spouse's employment elsewhere.
Dental Insurance	Insurance provided by Aetna Dental and administered by the WTA Benefit Trust. *Visit: https://www.williamsvilleteachers.org/benefits-trust *Phone: 716-633-6183 *Email: williamsvilleta@gmail.com or WTABT@Williamsvillek12.org	Employees hired 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.	Williamsville Central Schools
Paid Time Off	There are three separate week-long breaks: Winter, Mid-Winter, and Spring, plus 9 paid holidays	WTA Members	Williamsville Central Schools
Sick Time	16 Illness days, 3 of which can be used for personal reasons, are granted on Sept 1 with accrual up to 240 days.	Fulltime teachers Pro-rated for Part-time teachers	Williamsville Central Schools

Retirement (Pension)	Membership into NYS Teacher's Retirement System. For more information, go to: www.nystrs.org	All employees are immediately eligible, must enroll within 30 days of hire.	Employee and Williamsville CSD contribution dependent on Retirement Tier
Retirement (Health Benefits)	Employees with 15 yrs of service who retire with NYS will be compensated for sick time accruals at a minimum of \$175 each up to a maximum of 235 days and will be eligible for attendance stipend based on annual accrual usage.	WTA 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	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.