Port Chester-Rye Union Free School District
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Port Chester Teachers' Association
Employee Benefit Summary 2024-2025

Health Insurance

Full-time teachers may enroll in comprehensive single, two-person or family health insurance coverage, effective with their start date in the district. The district provides health insurance coverage through the State-wide Schools Cooperative Health Plan (SWSCHP), which includes numerous network health care providers.
~ District contribution: 86.5%
~ Employee contribution: 13.5%

Biweekly employee contributions for 2024-2025:

Type of Coverage	SWSCHP
Single Person	$109.22*
Two-Person	$230.45*
Family	$246.88*

***(Teaching Assistants pay a rate of 16%)**

Dental Benefit Plan

Funded by the Teachers Benefit Trust Fund, the plan covers services provided by participating dentists, including preventive treatment, emergency treatment, diagnostic services, anesthetics, drugs, extractions, and surgery. Employee contribution: None (See https://pctafundbenefits.com/)

Vision Benefit Plan

Funded through Teachers Benefits Trust Fund, the plan covers eye examinations & glasses or contact lenses once per individual per plan year. No cost to employee. (See https://pctafundbenefits.com/)

403B & 457B Tax Deferred Savings Accounts

Employees may make tax deferred contributions into a 403B and/or a 457B tax deferred savings account according to the limits established by the IRS.

Group Life & Disability Insurance Program

Funded through Teachers Benefits Trust Fund, this coverage allows employees to enroll in term life insurance plans at competitive group rates and provides a partial salary protection benefit in the event of a long-term disability as a result of an injury or illness. (See https://pctafundbenefits.com/)

Absence Entitlements

Full-time and part-time teachers are provided with the following absence entitlements annually:

- ✓ 13 Sick Days
- ✓ 4 Personal Days
- ✓ 5 Family Illness Days (included in sick days)
- ✓ 5 Death Immediate Family Days per occurrence
- ✓ 1 Death Extended Family Day per occurrence

NYS Teachers Retirement System

Full time teachers are required, and part-time teachers are eligible to participate in the New York State Teacher Retirement System (NYSTRS). Tier 3 and 4 employees contribute 3% of salary for the first ten years of service in the system. Tier 5 employees contribute 3.5% of salary for the duration of their active service. Tier 6 employees contribute between 3.0% and 6.0% based on salary thresholds for the duration of their active service.

Professional Development

In-Service Courses: The District provides a range of professional development opportunities throughout the school year and during the summer at no cost to teachers.

Salary Lane Changes: For every 30 credits beyond a Master's Degree, teachers may submit a salary lane change application once every two years. Salary Lane Changes are made on September 1st and February 1st.

Mentor Program: Initially certified teachers who have less than two years of experience teaching in a public school will be eligible to receive mentoring through the Teacher Mentor Program.

Holidays & School Recess

Following are the holidays for the 2024-2025 school year:

Independence Day
Labor Day
Rosh Hashanah
Yom Kippur
Columbus Day / Indigenous Peoples' Day
Veterans Day
Thanksgiving Recess
Christmas Recess
New Year's Day
Martin Luther King Jr. Day
Lunar New Year
Mid-Winter Recess
Spring Recess
Memorial Day
Juneteenth

**Benefits are subject to change*
Updated: 8.13.2024