www.portchesterschools.org

Port Chester-Rye Union Free School District
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Executive Director of Human Resources

Port Chester Administrators' Association
Employee Benefit Summary 2024-2025

Health Insurance

Administrators 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: 83%
~ Employee contribution: 17%

Biweekly employee contributions for 2024-2025:

Type of Coverage	SWSCHP
Single Person	$124*
Two-Person	$261*
Family	$279*

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 long-term disability 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/).

Work Year & Absence Entitlements

Administrators work a twelve-month schedule and are provided with the following absence entitlements annually:

- ✓ 29 Vacation Days (12 Month Employees)
- ✓ 17 Holidays
- ✓ 15 Sick Days
- ✓ 4 Personal Days
- ✓ 9 Family Illness Days
- ✓ 5 Death Immediate Family Days per occurrence
- ✓ 1 Death Extended Family Days per occurrence

NYS Teachers Retirement System

Administrators are required 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.

Longevity Benefit

Administrators who work for at least ten years in the District are eligible to receive additional annual compensation in the form of a longevity payment. Longevity payments are based on the following years of service and are cumulative:

Years of Service	Longevity Payment
10-14	$1,000
15-19	$2,500
20-24	$4,500
25-29	$7,500
30+	$11,500

Excess Major Medical Coverage

Provided at no cost to administrators and funded by the District. For more information, see https://www.jjstanisco.com/portalaccessemployers/

Meal Reimbursement

Administrators receive an annual stipend of $125 to cover the cost of meals associated with attending night events.

**Benefits are subject to change*
Updated: 8.13.24