www.portchesterschools.org

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

Civil Service Employees (CSEA)
Employee Benefit Summary 2024-2025

Health Insurance
Full-time CSEA employees 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%
~ Employee contribution: 14%

Biweekly employee contributions for 2024-25:

Type of Coverage	SWSCHP
Single Person	$92.95*
Two-Person	$196.11*
Family	$210.10*

Dental Benefit Plan
The dental benefit plan offers individual dental benefit coverage for cleanings and other dental procedures. There is no cost to the employee.

Vision Benefit Plan
The vision benefit plan offers individual or family vision benefit coverage for eye exams and discounts on glasses and/or contact lenses. There is no cost to the employee.

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
These benefits are offered to eligible members through the CSEA Benefit Fund. No cost to employees.

**Benefits are subject to change*
Updated: August 13, 2024

Absence Entitlements
12-month employees are provided with the following absence entitlements annually*:
- ✓ 15 Sick Days (9 may be used for family illness)
- ✓ 10 vacation days (after first full year of service)
- ✓ 5 Personal Days
- ✓ 5 Death Immediate Family Days per occurrence
- ✓ 1 Death Extended Family Days per occurrence

*Days are pro-rated for the first year based on date of hire.

10-month employees are provided with the following absence entitlements annually*:
- ✓ 14 Sick Days (9 may be used for family illness)
- ✓ 4 Personal Days
- ✓ 5 Death Immediate Family Days
- ✓ 1 Death Extended Family Days

*Days are pro-rated for the first year based on date of hire.

NYS Employees Retirement System
Full time employees are required, and part-time employees are eligible to participate in the New York State Employees Retirement System (NYSERS). Tier 3 and 4 employees contribute 3% of salary for the first ten years of service in the system: district pays portion above 3% for first ten years and then pays entire contribution after ten years. 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.

Holidays & School Recesses
Following are the holidays for the 2024-25 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

12-month CSEA employees must consult with the 12-month holiday calendar for specific holiday dates.