Harrison Central School District

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Teaching Assistants, Teacher Aides & School Aides
Employee Benefit Summary

Health Insurance
Teaching Assistants, Teacher Aides, and School Aides (hereinafter referred to as Assistants and Aides) who work at least thirty hours per week 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: 88%
Employee contribution: 12%

Biweekly employee contributions for 2026-27:

Type of Coverage	SWSCHP
Single Person	$112.34
Two-Person	$237.02
Family	$253.93

Dental Benefit Plan
The dental benefit plan offers individual dental benefit coverage for cleanings and other dental procedures. Employees are eligible to enroll in this benefit after one (1) full year of full-time employment. Employees are eligible to add a spouse and /or dependent. Employee contribution: Family = $50.00; Single = No cost.

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. Employees are eligible to enroll in this benefit after one (1) full year of full-time employment.

Flexible Benefit Program (125 Plan)
This benefit allows employees to have pre-tax monies withheld from their paychecks for reimbursement of out-of-pocket medical, dental, drug and optical costs.

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 Internal Revenue Service. See the District's website for more detailed information on 403B and 457B tax deferred savings accounts.

Absence Entitlements
Aides are provided with the following absence entitlements annually*:

	Full-Time	Part-Time
✓	7 Sick Days**	4 Sick Days**
✓	4 Personal Days	3 Personal Days

Full- & Part-Time Aides
- ✓ 5 Family Illness Days
- ✓ 5 Death Immediate Family Days
- ✓ 2 Death Extended Family Days

* Days are pro-rated for the first year based on date of hire
** Full-time aides shall receive two (2) additional sick days after five (5) years of service and part-time aides shall receive one (1) additional sick day after five years of service

Teacher Assistants are provided with the following absence entitlements annually*:
- ✓ 14 Sick Days
- ✓ 4 Personal Days
- ✓ 5 Family Illness Days
- ✓ 4 Death Immediate Family Days
- ✓ 2 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 2026-27 school year. See the school calendar for specific dates.

Labor Day
Yom Kippur
Rosh Hashanah
Columbus Day
Veterans Day
Thanksgiving Recess
December Recess
New Year's Day
Martin Luther King Day
February Recess
Easter Recess
April Recess
Memorial Day
Juneteenth