Harrison Central School District

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Harrison Association of Teachers
Employee Benefit Summary

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: 82.75%
Employee contribution: 17.25%

Biweekly employee contributions for 2026-27:

Type of Coverage	SWSCHP
Single Person	$161.52
Two-Person	$340.81
Family	$365.11

Dental Benefit Plan
Funded by the Teachers Benefit Trust Fund, the plan covers services provided by the dentist of your choice, including preventive treatment, emergency treatment, diagnostic services, anesthetics, drugs, extractions, and surgery (see Benefits Trust Fund booklet for further details).
Employee contribution: Family= $200/year; Single= $50/year

Vision Benefit Plan
Funded through Teachers Benefits Trust Fund, the plan covers eye examinations and glasses or contact lenses once per individual per plan year (see Benefits Trust Fund booklet for further details). No cost to employee.

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.

Group Life Insurance & Long Term Disability
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 Benefits Trust Fund booklet for further details).

Absence Entitlements
Full-time and part-time teachers are provided with the following absence entitlements annually*:
- ✓14 Sick Days
- ✓3 Personal Days
- ✓3 Birth-in-Family Days
- ✓5 Family Illness Days
- ✓5 Death Immediate Family Days
- ✓3 Death Extended Family Days

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

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 Change: For every 15 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. Teachers receiving mentoring will be compensated with 15 hours or 1 in-service credit, which may be applied toward salary advancement.

Holidays & School Recesses
Following are the holidays for the 2026-27 school year:

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

See the school calendar for specific dates.