Harrison Central School District

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Civil Service Employees (CSEA)
Employee Benefit Summary

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: 82%
Employee contribution: 18%

Biweekly employee contributions for 2026-27:

Type of Coverage	SWSCHP (20 pays)	SWSCHP (26 pays)
Single Person	$168.50	$129.62
Two-Person	$355.53	$273.49
Family	$380.89	$292.99

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 six (6) months of full-time employment. Employee contribution: Family = $200; Single = $100

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 six (6) months of full-time employment.

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 & Accidental Death/Dismemberment Insurance Program
These benefits are offered to eligible members through the CSEA Benefit Fund. See Plan Booklet for more details.

Absence Entitlements
12 month employees are provided with the following absence entitlements annually*:

- ✓ 14 Sick Days
- ✓ 10 vacation days (after first full year of service)
- ✓ 4 Personal Days
- ✓ 3 Birth In Family Days
- ✓ 5 Family Illness Days
- ✓ 5 Death Immediate Family Days
- ✓ 3 Death Extended Family Days

10 Month employees are provided with the following absence entitlements annually*:

- ✓ 10 Sick Days
- ✓ 4 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 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:

Independence Day
Labor Day
Yom Kippur
Rosh Hashanah
Veterans Day
Thanksgiving Recess
Christmas Day
New Years Day
Martin Luther King Day
President's Day
Good Friday
Memorial Day
Juneteenth

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