WILLIAMSVILLE CENTRAL SCHOOL DISTRICT

WADA BENEFITS SUMMARY | 2026–2030

A practical overview of negotiated compensation, health coverage, leave, retirement, and professional support

Agreement term: July 1, 2026 – June 30, 2030. This guide summarizes selected provisions of the Williamsville Administrators' and Directors' Association (WADA) collective bargaining agreement. It is a reference tool, not a substitute for the full Agreement, plan documents, District policies, or applicable law.

COMPENSATION & GROWTH

BENEFIT	WHAT THE AGREEMENT PROVIDES	ELIGIBILITY / CONDITIONS	FUNDING
Annual salary increases	Members will receive an annual increase on July 1st of 2.95% for the duration of the contract.	WADA bargaining-unit members	District
Longevity stipend	After completion of the 4th, 9th, 14th and 19th full years of continuous administrative service in the bargaining unit: $3,500 beginning year 5; $3,500 beginning year 10; $4,000 beginning year 15; $4,000 beginning year 20. Longevity steps are cumulative.	Eligible WADA members meeting service milestones	District
Doctoral award	$3,500 each year of the Agreement for a Building Administrator with an earned doctorate in their certification area from an accredited institution. Not included in base salary; included in final average salary.	Eligible Building Administrators	District
Mentoring stipend	An Administrator serving as a mentor receives an annual stipend of $2,000, prorated as needed. Assignments are generally for at least one year and may be changed or discontinued at the District's discretion.	Administrators assigned as mentors	District

HEALTH & INSURANCE

BENEFIT	WHAT THE AGREEMENT PROVIDES	ELIGIBILITY / CONDITIONS	FUNDING
Medical insurance	The District makes available Independent Health Encompass "C" or a comparable plan selected by the District. Member contribution rates: 7/1/26: 19.5% 7/1/27: 20.0% 7/1/28: 20.0% 7/1/29: 20.0%	Eligible WADA members	District and member; member share shown
Health insurance waiver payment	An Administrator eligible for family coverage who does not enroll in any health benefits program receives $4,000. On January 1 of a year when at least 5 eligible members waive coverage, the benefit increases to $5,000; when at least 10 waive coverage, it increases to $7,500.	Administrators eligible for family coverage who waive all District health benefits	District
Dental insurance	The District makes available a dental plan comparable to the plan currently provided to the WTA.	Eligible WADA members	District; employee contribution details not specified in this summary
Section 105(h) account	Each 12-month Administrator's account is credited with $2,000 on July 1 in each year from 2026 through 2029 (pro-rated as appropriate). Eligible medical expenses are paid using a District-provided debit card. Balances may be carried forward in accordance with federal law. Eligibility requires District health insurance or a signed group-coverage waiver confirming other health coverage. At retirement, balances over $50 inure to the member.	12-month Administrators meeting the coverage requirement	District

LEAVE & WORK SCHEDULE

BENEFIT	WHAT THE AGREEMENT PROVIDES	ELIGIBILITY / CONDITIONS	FUNDING
Vacation	12-month Administrators receive 25 days per 12-month period; 10-month Administrators receive 12 days per 10-month period, prorated for partial service. Up to 5 unused days may accrue annually to a maximum of 60. Up to 10 accrued days may be cashed in each June in each contract year at 1/240 of current-year base salary.	WADA members; allotment depends on 10- or 12-month status	District
Sick/family leave	Annual allotment: 18 days for 12-month Administrators and 14 days for 10-month Administrators, up to 270 accumulated days. New hires receive 18–40 days upon hire, subject to contract terms.	WADA members; allotment depends on 10- or 12-month status	District
Personal leave	Up to 3 workdays per work year for pressing personal business that cannot be scheduled outside the normal workday	WADA members	District
Paid holidays	Paid leave for 16 holidays listed in Section 3.2.4.	WADA members	District
Other leave	The Agreement also provides for bereavement leave, jury-duty leave, approved professional conference leave, and child-care leave subject to contract conditions.	Eligibility and conditions vary by leave type	District, as applicable under the Agreement
Emergency school closings	When all District schools are closed for weather or other emergency-related concerns, Administrators may work at school, work remotely, or use an accrual day unless otherwise notified by the Superintendent/Designee.	WADA members; effective July 1, 2026	District / employee option
Flexible schedules during recesses	Building Administrators may request a flexible schedule for part of the workday during specified school-year breaks, with advance written approval and continued availability/work responsibilities.	Building Administrators; approval required	District / employee scheduling arrangement

RETIREMENT & LONG-TERM BENEFITS

BENEFIT	WHAT THE AGREEMENT PROVIDES	ELIGIBILITY / CONDITIONS	FUNDING
Retirement system	Membership in the New York State Teachers' Retirement System (NYSTRS).	WADA members, subject to NYSTRS eligibility rules	Employee & District contributions are governed by applicable NYSTRS rules
Annual Post-Employment Health Plan (PEHP) contribution	Annual District contribution: $4,000 for Building Administrators and $3,000 for District Administrators. Contributions are not cumulative, are paid in two equal installments on or before December 31 and June 30, and are prorated for less than a year.	WADA members by administrator category	District
Retirement health insurance benefit account	Generally requires retirement eligibility under NYSTRS rules, at least 10 years of District service, and 6 months' notice of retirement. Account value is based on accumulated sick leave at $200/day, up to 270 days, plus accumulated vacation at 1/240 of salary earned in the retirement year, up to 85 days. Other conditions apply.	Eligible retirees meeting contract requirements	District
PEHP/VEBA conversion before retirement	Eligible members may elect to transfer qualifying accumulated sick and vacation days into the PEHP/VEBA under the timing, annual limits, and other conditions in Section 4.1.3. Once converted, days are no longer available as leave.	Members meeting age/service and election requirements in Section 4.1.3	District
Retirement plan contribution	Upon retirement, subject to the eligibility provisions in Section 4.1.1, the District contributes $15,000 to the member's 403(b) or 457 plan.	Eligible retiring WADA members	District
403(b) / 457 plans	Employees may voluntarily participate in 403(b) and 457 plans, and may be required to create accounts as destinations for specified retirement-related contributions.	Members who elect to participate, subject to plan rules	Employee contributions are voluntary; District retirement contributions apply where specified

PROFESSIONAL SUPPORT & DEVELOPMENT

BENEFIT	WHAT THE AGREEMENT PROVIDES	ELIGIBILITY / CONDITIONS	FUNDING
Mentoring and onboarding support	A mentor will generally be provided for first-year Administrators, Administrators whose initial certification requires mentoring, or others recommended by the Superintendent/Designee. The role is supportive, not evaluative; the contract describes monthly formal meetings, weekly check-ins, and documentation/training expectations.	Administrators selected under Section 3.1.4	District
Professional development	With Superintendent/Designee approval, unit members may receive release time for extended professional development intended to prepare them for Assistant Superintendent and/or Superintendent-level positions.	WADA members; approval required	District
Summer school administrative assignments	The Agreement establishes eligibility, hiring preferences, and stipend schedules for summer school administrative positions. Appointments and coverage are subject to the conditions in Section 3.1.6.	Eligible Building Administrators and Assistant Principals receive hiring preference under contract terms	District

Important notes

- Eligibility, approval requirements, contribution timing, caps and other conditions may apply; consult the cited Agreement section before deciding.
- This summary intentionally does not assign benefits to employees outside the WADA bargaining unit. Flexible Spending Accounts, 403(b)/457 accounts, TRS and ERS pension accounts, and other voluntary programs are not detailed in the WADA Agreement and are therefore not represented as negotiated benefits here. However, these benefits are available to employees.
- For authoritative interpretation, consult the full WADA Collective Bargaining Agreement (July 1, 2026–June 30, 2030), applicable plan documents, and Human Resources.