

2025 Benefits Summary

Paid Time Off

of days shown below are for full school year; prorated after school start date

Employee Type	Sick	Personal	Vacation	Bereavement	Holiday
12 Month Employees 0-13 Years	12	3	10	3	18
12 Month Employees 14+ Years	15	3	10	3	18
9 Month Employees 0-13 Years	12	3	0	3	0
9 Month Employees 14+ Years	15	3	0	3	0
Teachers 0-13 Years	12	3	0	3	0
Teachers 14+ Years	15	3	0	3	0
Teacher Assistants 0-13 Years	12	3	0	3	14
Teacher Assistants 14+ Years	15	3	0	3	14
Maintenance Technicians	12	3	10	2	18
Custodians	12	3	.5/mth then 10	2	18
Bus Drivers/Aides	12	3	0	3	Attendance Based

Voluntary Medical Insurance

Offered to employees/positions who work 30 hours or more/week

District pays a portion of the premiums as noted below.

Medical Plan	PPO \$500	PPO \$1,000	HSA
Employee	\$9,550	\$9,550	\$8,550
Employee+Spouse	\$14,500	\$14,500	\$12,500
Employee+Child(ren)	\$14,400	\$14,400	\$12,400
Family	\$16,600	\$16,600	\$14,600

Voluntary Dental Insurance

Offered to employees/positions who work 30 hours or more/week

District pays a portion of the premiums as noted below.

Dental Contributions	High Plan	Low Plan
Employee	\$151.44	\$151.44
Family	\$151.44	\$151.44

Voluntary Vision Insurance

Offered to employees/positions who work 30 hours or more/week

Life Insurance and AD&D

Benefit given to all employees working 20 or more hours/week

Term life insurance with coverage of \$15,000.

TRS Participating Employer

District pays employees portion of TRS benefits.

District pays employees portion of THIS benefits.

IMRF Participating Employer

District pays the employer rate (established by IMRF annually)

Flexible Spending Account

Health Care FSA, Limited Care FSA, and Dependent Care FSA

403B Options

Payroll deductions sent directly to the providers

Employee Assistance Program

District funded employee assistance plan