

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	0	2	18
Custodians	12	3	0.5/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 \$1000	HSA \$3400	HSA \$6000
Employee	\$ 7,950	\$ 7,950	\$ 6,950	\$ 6,950
Employee+Spouse	\$ 12,900	\$ 12,900	\$ 10,900	\$ 10,900
Employss+Child(ren)	\$ 12,800	\$ 12,800	\$ 10,800	\$ 10,800
Family	\$ 15,000	\$ 15,000	\$ 13,000	\$ 13,000

Voluntary Dental

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	\$ 196.62	\$ 196.62
Family	\$ 196.62	\$ 196.62

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

FY27	BA-0	BA-0 w/TRS	BA-8	BA-8 w/TRS	BA-16	BA-16 w/TRS	MA-0	MA-0 w/TRS	MA-8	MA-8 w/TRS	MA-16	MA-16 w/TRS	MA-24	MA-24 w/TRS	MA-32	MA-32 w/TRS
1	\$44,850	\$49,286	\$45,762	\$50,288	\$46,674	\$51,290	\$47,585	\$52,291	\$48,497	\$53,293	\$49,408	\$54,294	\$50,320	\$55,297	\$51,231	\$56,298
2	\$45,287	\$49,766	\$46,208	\$50,778	\$47,129	\$51,790	\$48,048	\$52,800	\$48,969	\$53,812	\$49,889	\$54,823	\$50,810	\$55,835	\$51,730	\$56,846
3	\$45,722	\$50,244	\$46,653	\$51,266	\$47,582	\$52,287	\$48,510	\$53,308	\$49,440	\$54,330	\$50,369	\$55,351	\$51,298	\$56,371	\$52,228	\$57,393
4	\$46,161	\$50,726	\$47,100	\$51,759	\$48,039	\$52,790	\$48,978	\$53,821	\$49,915	\$54,852	\$50,854	\$55,883	\$51,792	\$56,914	\$52,730	\$57,945
5	\$46,605	\$51,214	\$47,553	\$52,256	\$48,501	\$53,297	\$49,448	\$54,338	\$50,395	\$55,379	\$51,342	\$56,420	\$52,290	\$57,461	\$53,236	\$58,502
6	\$47,294	\$51,972	\$48,256	\$53,028	\$49,217	\$54,085	\$50,178	\$55,141	\$51,140	\$56,198	\$52,101	\$57,254	\$53,062	\$58,310	\$54,024	\$59,367
7	\$48,109	\$52,867	\$49,085	\$53,940	\$50,064	\$55,016	\$51,041	\$56,089	\$52,019	\$57,164	\$52,997	\$58,238	\$53,975	\$59,313	\$54,954	\$60,389
8	\$48,993	\$53,838	\$49,989	\$54,933	\$50,984	\$56,027	\$51,981	\$57,121	\$52,976	\$58,215	\$53,973	\$59,311	\$54,969	\$60,406	\$55,964	\$61,498
9	\$49,924	\$54,861	\$50,919	\$55,955	\$51,915	\$57,050	\$52,910	\$58,143	\$53,907	\$59,238	\$54,902	\$60,332	\$55,898	\$61,427	\$56,893	\$62,520
10	\$50,454	\$55,444	\$51,450	\$56,539	\$52,446	\$57,632	\$53,442	\$58,727	\$54,437	\$59,821	\$55,433	\$60,916	\$56,429	\$62,009	\$57,425	\$63,104
11	\$51,317	\$56,392	\$52,313	\$57,486	\$53,309	\$58,581	\$54,304	\$59,674	\$55,301	\$60,770	\$56,297	\$61,865	\$57,292	\$62,958	\$58,288	\$64,052
12	\$52,645	\$57,851	\$53,640	\$58,945	\$54,636	\$60,040	\$55,633	\$61,135	\$56,628	\$62,228	\$57,624	\$63,323	\$58,619	\$64,417	\$59,616	\$65,512
13	\$53,309	\$58,581	\$54,304	\$59,674	\$55,301	\$60,770	\$56,297	\$61,865	\$57,292	\$62,958	\$58,288	\$64,052	\$59,284	\$65,147	\$60,280	\$66,241
14	\$53,983	\$59,322	\$54,986	\$60,424	\$56,013	\$61,552	\$57,063	\$62,707	\$58,135	\$63,885	\$59,237	\$65,095	\$60,363	\$66,332	\$61,515	\$67,598
15	\$55,252	\$60,716	\$56,277	\$61,843	\$57,327	\$62,997	\$58,402	\$64,178	\$59,503	\$65,388	\$60,629	\$66,626	\$61,781	\$67,892	\$62,961	\$69,187
16	\$56,277	\$61,843	\$57,327	\$62,997	\$58,402	\$64,178	\$59,503	\$65,388	\$60,629	\$66,626	\$61,781	\$67,892	\$62,961	\$69,187	\$64,166	\$70,513
17	\$57,327	\$62,997	\$58,402	\$64,178	\$59,503	\$65,388	\$60,629	\$66,626	\$61,781	\$67,892	\$62,961	\$69,187	\$64,166	\$70,513	\$65,404	\$71,872
18	\$58,402	\$64,178	\$59,503	\$65,388	\$60,629	\$66,626	\$61,781	\$67,892	\$62,961	\$69,187	\$64,166	\$70,513	\$65,404	\$71,872	\$66,668	\$73,261
19	\$59,635	\$65,533	\$60,761	\$66,770	\$61,914	\$68,037	\$63,092	\$69,332	\$64,300	\$70,659	\$65,536	\$72,017	\$66,800	\$73,406	\$68,095	\$74,829
20	\$61,027	\$67,062	\$62,179	\$68,328	\$63,358	\$69,624	\$64,566	\$70,951	\$65,801	\$72,309	\$67,066	\$73,698	\$68,360	\$75,121	\$69,684	\$76,576
21	\$62,179	\$68,328	\$63,358	\$69,624	\$64,566	\$70,951	\$65,801	\$72,309	\$67,066	\$73,698	\$68,360	\$75,121	\$69,684	\$76,576	\$71,040	\$78,066
22	\$63,358	\$69,624	\$64,566	\$70,951	\$65,801	\$72,309	\$67,066	\$73,698	\$68,360	\$75,121	\$69,684	\$76,576	\$71,040	\$78,066	\$72,427	\$79,590
23	\$64,566	\$70,951	\$65,801	\$72,309	\$67,066	\$73,698	\$68,360	\$75,121	\$69,684	\$76,576	\$71,040	\$78,066	\$72,427	\$79,590	\$73,847	\$81,150
24	\$65,801	\$72,309	\$67,066	\$73,698	\$68,360	\$75,121	\$69,684	\$76,576	\$71,040	\$78,066	\$72,427	\$79,590	\$73,847	\$81,150	\$75,299	\$82,747
25	\$67,066	\$73,698	\$68,360	\$75,121	\$69,684	\$76,576	\$71,040	\$78,066	\$72,427	\$79,590	\$73,847	\$81,150	\$75,299	\$82,747	\$76,787	\$84,381
26	\$68,360	\$75,121	\$69,684	\$76,576	\$71,040	\$78,066	\$72,427	\$79,590	\$73,847	\$81,150	\$75,299	\$82,747	\$76,787	\$84,381	\$78,309	\$86,054
27	\$69,684	\$76,576	\$71,040	\$78,066	\$72,427	\$79,590	\$73,847	\$81,150	\$75,299	\$82,747	\$76,787	\$84,381	\$78,309	\$86,054	\$79,869	\$87,768
28	\$71,040	\$78,066	\$72,427	\$79,590	\$73,847	\$81,150	\$75,299	\$82,747	\$76,787	\$84,381	\$78,309	\$86,054	\$79,869	\$87,768	\$81,463	\$89,519
29	\$72,427	\$79,590	\$73,847	\$81,150	\$75,299	\$82,747	\$76,787	\$84,381	\$78,309	\$86,054	\$79,869	\$87,768	\$81,463	\$89,519	\$83,096	\$91,314
30	\$73,847	\$81,150	\$75,433	\$82,894	\$76,920	\$84,527	\$78,443	\$86,201	\$80,002	\$87,915	\$81,596	\$89,666	\$83,227	\$91,459	\$84,899	\$93,295
31	\$75,699	\$83,186	\$77,186	\$84,820	\$78,708	\$86,493	\$80,267	\$88,205	\$81,862	\$89,958	\$83,493	\$91,750	\$85,164	\$93,586	\$86,874	\$95,466
32	\$77,186	\$84,820	\$78,708	\$86,493	\$80,267	\$88,205	\$81,862	\$89,958	\$83,493	\$91,750	\$85,164	\$93,586	\$86,874	\$95,466	\$88,624	\$97,389
33	\$78,708	\$86,493	\$80,267	\$88,205	\$81,862	\$89,958	\$83,493	\$91,750	\$85,164	\$93,586	\$86,874	\$95,466	\$88,624	\$97,389	\$90,415	\$99,357
34	\$80,268	\$88,206	\$81,862	\$89,958	\$83,493	\$91,750	\$85,164	\$93,587	\$86,874	\$95,466	\$88,624	\$97,389	\$90,415	\$99,357	\$92,246	\$101,369
35	\$81,862	\$89,958	\$83,493	\$91,750	\$85,163	\$93,586	\$86,873	\$95,465	\$88,623	\$97,387	\$90,415	\$99,357	\$92,246	\$101,369	\$94,122	\$103,431
36	\$83,493	\$91,750	\$85,163	\$93,586	\$86,873	\$95,465	\$88,623	\$97,387	\$90,415	\$99,357	\$92,246	\$101,369	\$94,122	\$103,431	\$96,043	\$105,542
37	\$85,164	\$93,587	\$86,873	\$95,465	\$88,623	\$97,387	\$90,415	\$99,357	\$92,246	\$101,369	\$94,122	\$103,431	\$96,043	\$105,542	\$98,007	\$107,700
38	\$86,873	\$95,465	\$88,623	\$97,387	\$90,415	\$99,357	\$92,246	\$101,369	\$94,122	\$103,431	\$96,043	\$105,542	\$98,007	\$107,700	\$100,020	\$109,912

TA 2026-2027

\$1.50	Certified	Annual	Associates	Annual	Bachelor	Annual
1	\$20.70	\$28,173	\$20.95	\$28,513	\$21.20	\$28,853
2	\$20.95	\$28,513	\$21.20	\$28,853	\$21.45	\$29,193
3	\$21.20	\$28,853	\$21.45	\$29,193	\$21.70	\$29,534
4	\$21.45	\$29,193	\$21.70	\$29,534	\$21.95	\$29,874
5	\$21.70	\$29,534	\$21.95	\$29,874	\$22.20	\$30,214
6	\$21.95	\$29,874	\$22.20	\$30,214	\$22.45	\$30,554
7	\$22.70	\$30,895	\$22.95	\$31,235	\$23.20	\$31,575
8	\$23.05	\$31,371	\$23.30	\$31,711	\$23.55	\$32,052
9	\$23.40	\$31,847	\$23.65	\$32,188	\$23.90	\$32,528
10	\$23.63	\$32,160	\$23.88	\$32,501	\$24.13	\$32,841
11	\$23.83	\$32,433	\$24.11	\$32,814	\$24.36	\$33,154
12	\$24.09	\$32,786	\$24.34	\$33,127	\$24.59	\$33,467
13	\$24.66	\$33,562	\$24.90	\$33,889	\$25.16	\$34,243
14	\$25.18	\$34,270	\$25.43	\$34,610	\$25.68	\$34,950
15	\$25.74	\$35,032	\$25.99	\$35,372	\$26.24	\$35,713
16	\$26.08	\$35,495	\$26.33	\$35,835	\$26.58	\$36,175
17	\$26.43	\$35,971	\$26.68	\$36,311	\$26.93	\$36,652
18	\$26.78	\$36,448	\$27.03	\$36,788	\$27.28	\$37,128
19	\$27.03	\$36,788	\$27.28	\$37,128	\$27.53	\$37,468
20	\$27.47	\$37,387	\$27.72	\$37,727	\$27.97	\$38,067
21	\$27.82	\$37,863	\$28.07	\$38,203	\$28.32	\$38,544
22	\$28.17	\$38,339	\$28.42	\$38,680	\$28.67	\$39,020
23	\$28.51	\$38,802	\$28.76	\$39,142	\$29.01	\$39,483
24	\$28.86	\$39,278	\$29.11	\$39,619	\$29.36	\$39,959
25	\$29.21	\$39,755	\$29.46	\$40,095	\$29.71	\$40,435
26	\$29.56	\$40,231	\$29.81	\$40,571	\$30.06	\$40,912
27	\$29.90	\$40,694	\$30.15	\$41,034	\$30.40	\$41,374
28	\$30.25	\$41,170	\$30.50	\$41,511	\$30.75	\$41,851
29	\$30.60	\$41,647	\$30.85	\$41,987	\$31.10	\$42,327
30	\$30.95	\$42,123	\$31.20	\$42,463	\$31.45	\$42,803
31	\$31.30	\$42,599	\$31.55	\$42,940	\$31.80	\$43,280
32	\$31.65	\$43,076	\$31.90	\$43,416	\$32.15	\$43,756