



**Administrative Center
Human Resources**

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**Kids Plus Staff Members
Wages & Fringe Benefits Information**

Last Reviewed and Approved by the Board of Education on June 9, 2025 (effective July 1, 2025)

1. WORK YEAR

Kids Plus Staff Members are hourly, at-will employees whose schedules vary based on the District calendar and the bell schedule of the building to which they're assigned. Kids Plus Staff Members typically work approximately three-five (3-5) hours per day on days when school is in session.

2. WAGES

Kids Plus Staff Members are compensated at the following hourly rates:

Recreation Leaders

- 0-2 Years of Service: \$16.35/hour
- 3-5 Years of Service: \$16.40/hour
- 6-9 Years of Service: \$16.45/hour
- 10-12 Years of Service: \$16.60/hour
- 13+ Years of Service: \$16.75/hour

Assistant Site Managers

- 0-2 Years of Service: \$17.45/hour
- 3-5 Years of Service: \$17.50/hour
- 6-9 Years of Service: \$17.55/hour
- 10-12 Years of Service: \$17.70/hour
- 13+ Years of Service: \$17.80/hour

Site Managers

- 0-2 Years of Service: \$18.60/hour
- 3-5 Years of Service: \$19.60/hour
- 6-9 Years of Service: \$20.60/hour
- 10-12 Years of Service: \$21.60/hour
- 13+ Years of Service: \$22.60/hour

Morning Supervisors & Summer Program Staff

- All Employees: \$18.60/hour (Flat rate, regardless of other position within Kids Plus)

For the purpose of counting years of service credit, employees hired between July 1 and the first day of second semester of a school year will receive a year of service credit for that school year. Employees hired after the first day of the second semester will not receive service credit until the following school year.

3. SICK LEAVE

Under Illinois Municipal Retirement Fund (IMRF) rules, any employee employed in a position normally requiring performance of duty for 600 hours or more shall have access to ten (10) days of paid Sick Leave in each school year.

Based on the District's ongoing review of its Kids Plus positions, all Site Managers and Assistant Site Managers are presumed to meet the 600 hour standard upon hire. All Recreation Leaders who work in another position within the District (e.g., Playground-Lunchroom Supervisor, Bus Monitor, Crossing Guard, etc.) are also presumed to meet the 600 hour standard.

Sick Leave shall be credited annually to all eligible employees on the first day of each work year.

The District conducts periodic reviews of actual hours worked by all Recreation Leaders who do not work in another position in the District. If such a Recreation Leader is deemed to meet the 600 hour standard during a work year, they will receive a pro-rata share of Sick Leave during the initial year of eligibility but will have access to the full allotment on the first day of the work year in subsequent years in the same position.

Sick leave may only be used for personal illness, quarantine at home, serious illness or death in the immediate family (parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians) or household, or birth, adoption, or placement for adoption.

Use of Sick Leave must be reported to the Kids Plus Staff Member's supervisor in accordance with District procedure. Unused Sick Leave accumulates from school year to school year, up to a maximum of 180 days.

4. PERFECT ATTENDANCE BONUS

For each quarter of the school year, Assistant Site Managers and Recreation Leaders who have perfect attendance will be paid a \$100 bonus.

5. SITE SIZE BONUS

Any Site Manager who works at a site that serves seventy-five (75) or more students at any time during a given month shall be paid a bonus of \$125 at the end of that month.

Any Assistant Site Manager who works at a site that serves seventy-five (75) or more students at any time during a given month shall be paid a bonus of \$100 at the end of that month.

Any Recreation Leader who works at a site that serves seventy-five (75) or more students at any time during a given month shall be paid a bonus of \$75 at the end of that month.

6. MEDICAL INSURANCE

Under the guidelines established by the Affordable Care Act (ACA), all employees who work an average of at least thirty (30) hours per week during the previous year are eligible for coverage under the District health insurance plan the following year. The Board of Education covers up to \$731 of the Employee only monthly premium amount. The employee's share of the monthly premium is determined annually by Human Resources based on ACA affordability guidelines and District plan offerings.

Hours worked as a Kids Plus Staff Member are combined with hours worked in other positions in the District when determining eligibility.

7. RETIREMENT PLAN

Under Illinois Municipal Retirement Fund (IMRF) rules, any employee employed in a position normally requiring performance of duty for 600 hours or more receives IMRF benefits. The District is required to pay the employer contribution (currently 6.9424%). The staff member is required to pay the employee contribution (currently 4.5%).

Hours worked as a Kids Plus Staff Member are combined with hours worked in other positions in the District when determining eligibility.

8. SECTION 403(b) and 457(b) PLANS

Interested Kids Plus Staff Members may voluntarily participate in a 403(b) and/or 457(b) plan. A variety of annuity (both fixed and variable) and mutual fund products are offered. Participation information and enrollment forms are available from the Business Office.

9. AMENDMENT OR TERMINATION; APPLICABLE LAW

The District reserves the right to amend, modify, or terminate any of the compensation or benefit plans or programs described herein, at any time, to any extent, and for any or no reason, in the sole discretion of the District, except as otherwise prohibited by law.

This document is intended to comply with all applicable laws and regulations and will be construed, operated, and administered accordingly. In the event of any conflict between any provision of this document and any applicable laws or regulations, the provisions of the laws or regulations will be deemed controlling and any conflicting provision is deemed superseded to the extent of the conflict.