



CUSD 303 Employee Benefits

SCESP

St. Charles Educational Support
Professionals Agreement

Insurance - Benefits

- * Medical Insurance PPO, HMO, and HSA (CDHP)
- * Blue Cross Blue Shield of IL
- * MetLife Dental Insurance
- * Life Insurance \$30,000
- Flex Spending FSA
- Discounts to Fitness Centers
- Voluntary Life Insurance
- 403(b) Tax Sheltered Annuity
- * Employees scheduled to work 30 or more hours per week qualify for these benefits.

District Overview

<http://district.d303.org/about/index>

Vacation – Sick Days – Personal Days

- 12 Month Employee: 12 Sick Days, 3 Personal Days, Paid Vacation
16 Paid Holidays /year; 17 Paid Holidays/year if June 19 falls on a weekday.
- 10 Month Employee: 10 Sick Days, 3 Personal Days,
8 Paid Holidays per year (includes Floating Day)
- Sick Bank Eligibility

Salary - Pension

Compensation is based on education level and years of experience.

The SCESP Professional Agreement can be found on our website:

<http://district.d303.org/departments/human-resources>

Scroll to the bottom for viewing.

Illinois Municipal Retirement Fund (Pension)

Years to be vested: 10 years

Employee Contribution 4.5% of gross pay

Board of Education Contribution is 10.65% of gross pay for 2025

IMRF Voluntary Contribution (Savings Account)