



CUSD 304 Classified Staff (ESP, O&M) Employee Benefits

District Overview

<https://www.geneva304.org/>

Compensation

Compensation is based on education level and years of experience.

GSSA Contract and Working Agreements (Support Staff, Bus Driver, Operations & Maintenance) including Salary Schedules can be found on our website:

<https://www.geneva304.org/FOIAPublicDocuments.aspx>

Paid Time Off

Offered to eligible employees:

- Sick Time: 9 month- 10 Days
10 month- 10 Days
12 month- 12 Days
- Personal: 9 month- 2 Days
10 month- 2 Days
12 month- 2 Days
- Vacation: 12 month O&M- 10 Days
12 month ESP- 15 Days
- Holidays: 9 month- 7 Days
10 month- 9 Days
12 month- 14 Days

District Insurance Benefits

Offered to employees that are scheduled 30+ hours:

- Medical: Blue Cross Blue Shield IL- PPO, HDHP (optional HSA), HMO plan options
- Dental: Metlife
- Vision: VSP- Basic vision plan included in medical plan/buy up vision option available
- Flexible Spending Account and Health Reimbursement Account options (pending eligibility)
- Basic Life Insurance provided by District
- Voluntary Life Insurance

Offered to all employees:

- Employee Assistance Program provided by District

Retirement

Illinois Municipal Retirement Fund (IMRF) - Pension

- Years to be vested depend on Tier level
- Employee Contribution is 4.5% of gross pay; Board of Education Contribution is 8.71% of gross pay.
- IMRF Voluntary Contribution (Savings Account)

Learn more about IMRF on their website:

<https://www.imrf.org/>

Additional retirement plan options:

- 403(b)
- 457