



# DFSA

## Paraprofessionals and Non-Instructional Assistants

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<b>Salary Range</b>	
<b>26-27 school year</b>	\$20.50 to \$21.61 based on education and experience
<b>ELIGIBILITY</b>	Employees that work .75 FTE or greater.
<b>WAITING PERIOD</b>	Benefits start the 1st day of the next month following employment.
<b>HOLIDAYS</b>	11 paid holidays - Labor Day, Indigenous Peoples Day, Thanksgiving, the Friday after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Martin Luther King Jr Day, President's Day, and Memorial Day.
<b>PERSONAL DAYS</b>	4 days*
<b>SICK DAYS</b>	12 days*
<b>BEREAVEMENT DAYS</b>	3 days without loss of pay for immediate family members per school code.
<b>HEALTH INSURANCE</b>	The District offers 3 different Blue Cross Blue Shield Plans 1. PPO Low (\$750 deductible) 2. PPO High (\$1,700 deductible) 3. HMO Blue Advantage
<b>DENTAL INSURANCE</b>	The District offers optional Blue Cross Blue Shield PPO Dental for employees and dependents.
<b>VISION INSURANCE</b>	The District offers optional Eye Med Vision Insurance for employees and dependents.
<b>LIFE INSURANCE</b>	The District provides \$20,000 of paid life insurance. Additional supplemental life insurance is available for employee, spouse and children.
<b>DEPENDENT CARE FLEXIBLE SPENDING</b>	The District offers the option of flexible spending account for dependent care.
<b>HEALTH CARE FLEXIBLE SPENDING</b>	The District offers the option of flexible spending account for health care.
<b>PENSION</b>	Illinois Municipal Retirement Fund (IMRF) Enrollment in IMRF is mandatory for employees working 600+ hours per year. 1-800-ASK-IMRF (1-800-275-4673) <a href="https://www.imrf.org">https://www.imrf.org</a>
<b>DISABILITY</b>	Administered through IMRF - employees are eligible after 12 consecutive months of IMRF service Credit. Additional optional short and long term disability plans through VOYA.
<b>DIRECT DEPOSIT</b>	Direct Deposit of your paycheck to your bank. You can divide the direct deposit to multiple accounts.

\*Time off allocation is prorated based on start date.

For additional information on these benefits, please refer to the collective bargaining agreement and the current benefits guide.