



Hourly Rates 2026 -2027

Hourly Employees work less than 600 hours a year are not eligible for District Employee Benefits

Hourly Technology Support / Student Tech	\$15 per hour
Primary Language Tutors	\$18.50 per hour
Student Monitors	\$16 per hour



Differentials

2026 -2027

Differentials are based on Article 5 of the DCTA Contract

The base factor to be used for the computation of differential salaries shall be \$41,000 for 2026-2027.

Individual differential assignments will be determined based upon application and subject to approval of the Board of Education.

Pension benefits will depend on the employee and the position taken and will be determined at employment.

- 1) No pension
- 2) Illinois Municipal Retirement Fund (IMRF)
1-800-ASK-IMRF (1-800-275-4673)
<https://www.imrf.org>
- 3) Teachers' Retirement System (TRS) of Illinois
1-800-877-7896
members@trs.illinois.gov
<https://trs.illinois.gov>



DFSA

Paraprofessionals and Non-Instructional Assistants

Salary Range 26-27 school year	\$20.50 to \$21.61 based on education and experience
ELIGIBILITY	Employees that work .75 FTE or greater.
WAITING PERIOD	Benefits start the 1st day of the next month following employment.
HOLIDAYS	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.
PERSONAL DAYS	4 days*
SICK DAYS	12 days*
BEREAVEMENT DAYS	3 days without loss of pay for immediate family members per school code.
HEALTH INSURANCE	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
DENTAL INSURANCE	The District offers optional Blue Cross Blue Shield PPO Dental for employees and dependents.
VISION INSURANCE	The District offers optional Eye Med Vision Insurance for employees and dependents.
LIFE INSURANCE	The District provides \$20,000 of paid life insurance. Additional supplemental life insurance is available for employee, spouse and children.
DEPENDENT CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for dependent care.
HEALTH CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for health care.
PENSION	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) https://www.imrf.org
DISABILITY	Administered through IMRF - employees are eligible after 12 consecutive months of IMRF service Credit. Additional optional short and long term disability plans through VOYA.
DIRECT DEPOSIT	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.



DFSA Early Childhood

Salary Range	
26-27 school year	\$20.50 to \$21.61 based on education and experience
ELIGIBILITY	Employees that work .75 FTE or greater.
WAITING PERIOD	Benefits start the 1st day of the next month following employment.
HOLIDAYS	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.
PERSONAL DAYS	3 days*
SICK DAYS	10 days*
BEREAVEMENT DAYS	3 days without loss of pay for immediate family members per school code.
HEALTH INSURANCE	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
DENTAL INSURANCE	The District offers optional Blue Cross Blue Shield PPO Dental for employees and dependents.
VISION INSURANCE	The District offers optional Eye Med Vision Insurance for employees and dependents.
LIFE INSURANCE	The District provides \$20,000 of paid life insurance. Additional supplemental life insurance is available for employee, spouse and children.
DEPENDENT CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for dependent care.
HEALTH CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for health care.
PENSION	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) https://www.imrf.org
DISABILITY	Administered through IMRF - employees are eligible after 12 consecutive months of IMRF service Credit. Additional optional short and long term disability plans through VOYA.
DIRECT DEPOSIT	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.



DFSS

Facility Operations Staff

Salary Range	Custodian \$20.40-\$23.19 per hour based on shift and experience Food Truck Driver \$21.42-\$22.17 per hour based on experience Grounds \$24.48-\$29.31 per hour based on shift and experience Maintenance \$24.48-\$37.18 per hour based on shift and experience
26-27 school year	
ELIGIBILITY	Employees that work .75 FTE or greater.
WAITING PERIOD	Benefits start the 1st day of the next month following employment.
HOLIDAYS	9 paid holidays - 4th of July, Labor Day, Thanksgiving, the Friday after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Memorial Day.
PERSONAL DAYS	3 days*
SICK DAYS	12 days*
BEREAVEMENT DAYS	3 days without loss of pay for immediate family members per school code.
VACATION DAYS	Full time FOS employees shall be granted vacation with pay as follows: a) Upon hire of full-time service and completion of the new hire 6 month probationary period, five (5) days of vacation shall be granted to the FOS employee, or proration thereof until the first July 1. b) Beginning the second July 1st of full-time service, FOS employees will receive ten (10) days of vacation. c) Beginning the fifth July 1st of full-time service, FOS employees will receive fifteen (15) days of vacation. d) Beginning the tenth July 1st of full-time service, FOS employees will receive twenty (20) days of vacation.
FLOATING HOLIDAYS	6 Floating Holidays* Indigenous Peoples Day, the day before Thanksgiving, Martin Luther King Jr Day, President's Day, Friday before Easter, and Juneteenth.
HEALTH INSURANCE	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
DENTAL INSURANCE	The District offers optional Blue Cross Blue Shield PPO Dental for employees and dependents.
VISION INSURANCE	The District offers optional Eye Med Vision Insurance for employees and dependents.
LIFE INSURANCE	The District provides \$20,000 of paid life insurance. Additional supplemental life insurance is available for employee, spouse and children.
DEPENDENT CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for dependent care.
HEALTH CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for health care.
PENSION	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) https://www.imrf.org
DISABILITY	Administered through IMRF - employees are eligible after 12 consecutive months of IMRF service Credit. Additional optional short and long term disability plans through VOYA.
DIRECT DEPOSIT	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.



FDOSP 12 month

Salary Range 26-27 school year	Office Professional 2 \$21.68 - \$24.18 per hour based on relevant experience Office Professional 3 \$22.95 - \$25.45 per hour based on relevant experience
ELIGIBILITY	Employees that work .75 FTE or greater.
WAITING PERIOD	Benefits start the 1st day of the next month following employment.
HOLIDAYS	19 paid holidays - 4th of July, Labor Day, Indigenous Peoples Day, Veterans Day - day will be given over winter break, the day before Thanksgiving, Thanksgiving Day, the day following Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Years Day, 2 additional days during winter break, Martin Luther King Jr Day, President's Day 2 days during spring break, Memorial Day, and Juneteenth.
PERSONAL DAYS	4 days*
SICK DAYS	12 days*
BEREAVEMENT DAYS	3 days without loss of pay for immediate family members per school code.
VACATION DAYS	Prorated the 1st year of employment after completing probationary period. 2) The next July the employee will receive 10 vacation days. 3) The July after completing 5 years of service members receive 15 days. 4) The July after completing 10 years of service members receive 20 days.
HEALTH INSURANCE	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
DENTAL INSURANCE	The District offers optional Blue Cross Blue Shield PPO Dental for employees and dependents.
VISION INSURANCE	The District offers optional Eye Med Vision Insurance for employees and dependents.
LIFE INSURANCE	The District provides \$20,000 of paid life insurance. Additional supplemental life insurance is available for employee, spouse and children.
DEPENDENT CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for dependent care.
HEALTH CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for health care.
PENSION	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) https://www.imrf.org
DISABILITY	Administered through IMRF - employees are eligible after 12 consecutive months of IMRF service Credit. Additional optional short and long term disability plans through VOYA.
DIRECT DEPOSIT	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.



FDOSP

10 month

Salary Range 26-27 school year	Office Professional 1 \$20.40-\$22.90 per hour based on relevant experience Office Professional 2 \$21.68 - \$24.18 per hour based on relevant experience
ELIGIBILITY	Employees that work .75 FTE or greater.
WAITING PERIOD	Benefits start the 1st day of the next month following employment.
HOLIDAYS	15 paid holidays - Labor Day, Indigenous Peoples Day, Veterans Day - day will be given over winter break, the day before Thanksgiving, Thanksgiving Day, the day following Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Years Day, Martin Luther King Jr Day, President's Day, 2 days during spring break, and Memorial Day.
PERSONAL DAYS	4 days*
SICK DAYS	12 days*
BEREAVEMENT DAYS	3 days without loss of pay for immediate family members per school code.
HEALTH INSURANCE	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
DENTAL INSURANCE	The District offers optional Blue Cross Blue Shield PPO Dental for employees and dependents.
VISION INSURANCE	The District offers optional Eye Med Vision Insurance for employees and dependents.
LIFE INSURANCE	The District provides \$20,000 of paid life insurance. Additional supplemental life insurance is available for employee, spouse and children.
DEPENDENT CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for dependent care.
HEALTH CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for health care.
PENSION	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) https://www.imrf.org
DISABILITY	Administered through IMRF - employees are eligible after 12 consecutive months of IMRF service Credit. Additional optional short and long term disability plans through VOYA.
DIRECT DEPOSIT	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.



DFSS Cooks

Salary Range 26-27 school year	Cooks \$20.00-\$26.75 per hour based on shift and experience
ELIGIBILITY	Employees that work .75 FTE or greater.
WAITING PERIOD	Benefits start the 1st day of the next month following employment.
HOLIDAYS	9 paid holidays - Labor Day, Indigenous Peoples Day, Thanksgiving, the Friday after Thanksgiving, Veteran's Day - will be given over winter break, New Year's Day, Martin Luther King, Jr Day, Presidents' Day, Memorial Day.
PERSONAL DAYS	3 days*
SICK DAYS	10 days*
BEREAVEMENT DAYS	3 days without loss of pay for immediate family members per school code.
HEALTH INSURANCE	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
DENTAL INSURANCE	The District offers optional Blue Cross Blue Shield PPO Dental for employees and dependents.
VISION INSURANCE	The District offers optional Eye Med Vision Insurance for employees and dependents.
LIFE INSURANCE	The District provides \$20,000 of paid life insurance. Additional supplemental life insurance is available for employee, spouse and children.
DEPENDENT CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for dependent care.
HEALTH CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for health care.
PENSION	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) https://www.imrf.org
DISABILITY	Administered through IMRF - employees are eligible after 12 consecutive months of IMRF service Credit. Additional optional short and long term disability plans through VOYA.
DIRECT DEPOSIT	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.



DCTA

Teachers, Certified School Nurses, Counselors, Psychologists, Social Workers, Speech and Language Pathologists

Salary Range 26-27 school year	\$50,371 to \$81,072 based on education and experience
ELIGIBILITY	Employees that work .50 FTE or greater.
WAITING PERIOD	Benefits start the 1st day of the next month following employment.
PERSONAL DAYS	4 days*
SICK DAYS	15 days* additional sick days can be earned for years of service.
BEREAVEMENT DAYS	Can use sick days for immediate family members per school code.
HEALTH INSURANCE	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
DENTAL INSURANCE	The District offers optional Blue Cross Blue Shield PPO Dental for employees and dependents.
VISION INSURANCE	The District offers optional Eye Med Vision Insurance for employees and dependents.
LIFE INSURANCE	The District provides \$30,000 of paid life insurance. Additional supplemental life insurance is available for employee, spouse and children.
DEPENDENT CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for dependent care.
HEALTH CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for health care.
PENSION	Teachers' Retirement System (TRS) of Illinois 1-800-877-7896 members@trs.illinois.gov https://trs.illinois.gov
DISABILITY	Short and Long term disability benefits available through TRS. Additional optional short and long term disability plans through VOYA.
DIRECT DEPOSIT	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.



Unaffiliated 10 Month

WAITING PERIOD	Benefits start the 1st day of the next month following employment.
PERSONAL DAYS	4 days*
SICK DAYS	15 days
BEREAVEMENT DAYS	Can use sick days for immediate family members per school code.
HEALTH INSURANCE	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
DENTAL INSURANCE	The District offers optional Blue Cross Blue Shield PPO Dental for employees and dependents.
VISION INSURANCE	The District offers optional Eye Med Vision Insurance for employees and dependents.
LIFE INSURANCE	The District provides paid life insurance of 1.5 times the annually - maximum \$200,000. Additional supplemental life insurance is available for employee, spouse and children.
DEPENDENT CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for dependent care.
HEALTH CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for health care.
PENSION	Teachers' Retirement System (TRS) of Illinois 1-800-877-7896 members@trs.illinois.gov https://trs.illinois.gov
DISABILITY	Short and Long term disability benefits available through TRS. Additional optional short and long term disability plans through VOYA.
DIRECT DEPOSIT	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.



Unaffiliated Registered Nurse

WAITING PERIOD	Benefits start the 1st day of the next month following employment.
PERSONAL DAYS	4 days*
SICK DAYS	15 days*
BEREAVEMENT DAYS	Can use sick days for immediate family members per school code.
HEALTH INSURANCE	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
DENTAL INSURANCE	The District offers optional Blue Cross Blue Shield PPO Dental for employees and dependents.
VISION INSURANCE	The District offers optional Eye Med Vision Insurance for employees and dependents.
LIFE INSURANCE	The District provides paid life insurance of 1.5 times the annually - maximum \$200,000. Additional supplemental life insurance is available for employee, spouse and children.
DEPENDENT CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for dependent care.
HEALTH CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for health care.
PENSION	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) https://www.imrf.org
DISABILITY	Administered through IMRF - employees are eligible after 12 consecutive months of IMRF service Credit. Additional optional short and long term disability plans through VOYA.
DIRECT DEPOSIT	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.



Substitute Rates 2026-2027

Substitutes are not eligible for District Employee Benefits

Administrator	Retired D428 All other	\$525 full day / \$262.50 half day \$350 full day / \$175 full day
Cook		\$18.50 per hour
Custodian		\$18.50 per hour
Registered Nurse		\$30 per hour
Office Professional		\$18.50 per hour
Para Professionals -Instructional Assistant Office Assistants - Health Assistant Security Assistants		\$138.75 full day/ \$69.38 half day
Teacher, Counselor, Certified School Nurse Psychologist , Social Worker, Speech - Language Pathologist	Regular Long-term 15 or more days Long-term Retired	\$130 full day/ \$65 half day \$155 full day / \$77.50 half day \$250 full day / \$125 half day within content area of licensure



Unaffiliated 12 month IMRF

WAITING PERIOD	Benefits start the 1st day of the next month following employment.
HOLIDAYS	17 paid holidays - 4th of July, Labor Day, Indigenous Peoples Day, the day before Thanksgiving, Thanksgiving, the Friday after Thanksgiving, Veteran's Day - will be given a day during winter break, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Martin Luther King Jr Day, President's Day, 2 days at Spring Break, Memorial Day, and Juneteenth. Additional days may be granted based on federal holidays - example Election Day.
PERSONAL DAYS	4 days*
SICK DAYS	15 days*
BEREAVEMENT DAYS	Can use sick days for immediate family members per school code.
VACATION	20 days*
HEALTH INSURANCE	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
DENTAL INSURANCE	The District offers optional Blue Cross Blue Shield PPO Dental for employees and dependents.
VISION INSURANCE	The District offers optional Eye Med Vision Insurance for employees and dependents.
LIFE INSURANCE	The District provides paid life insurance of 1.5 times the annually - maximum \$200,000. Additional supplemental life insurance is available for employee, spouse and children.
DEPENDENT CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for dependent care.
HEALTH CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for health care.
PENSION	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) https://www.imrf.org
DISABILITY	Administered through IMRF - employees are eligible after 12 consecutive months of IMRF service Credit. Additional optional short and long term disability plans through VOYA.
DIRECT DEPOSIT	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.



Unaffiliated 12 month TRS

WAITING PERIOD	Benefits start the 1st day of the next month following employment.
HOLIDAYS	17 paid holidays - 4th of July, Labor Day, Indigenous Peoples Day, the day before Thanksgiving, Thanksgiving, the Friday after Thanksgiving, Veteran's Day - will be given a day during winter break, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Martin Luther King Jr Day, President's Day, 2 days at Spring Break, Memorial Day, and Juneteenth. Additional days may be granted based on federal holidays - example Election Day.
PERSONAL DAYS	4 days*
SICK DAYS	15 days*
BEREAVEMENT DAYS	Can use sick days for immediate family members per school code.
VACATION	20 days*
HEALTH INSURANCE	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
DENTAL INSURANCE	The District offers optional Blue Cross Blue Shield PPO Dental for employees and dependents.
VISION INSURANCE	The District offers optional Eye Med Vision Insurance for employees and dependents.
LIFE INSURANCE	The District provides paid life insurance of 1.5 times the annually - maximum \$200,000. Additional supplemental life insurance is available for employee, spouse and children.
DEPENDENT CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for dependent care.
HEALTH CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for health care.
PENSION	Teachers' Retirement System (TRS) of Illinois 1-800-877-7896 members@trs.illinois.gov https://trs.illinois.gov
DISABILITY	Short and Long tem disability benefits available through TRS. Additional optional short and long term disability plans through VOYA.
DIRECT DEPOSIT	*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.



Annually Employed Substitutes

Salary \$46,213

WAITING PERIOD	Benefits start the 1st day of the next month following employment.
PERSONAL DAYS	4 days*
SICK DAYS	10 days*
BEREAVEMENT DAYS	Can use sick days for immediate family members per school code.
HEALTH INSURANCE	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
DENTAL INSURANCE	The District offers optional Blue Cross Blue Shield PPO Dental for employees and dependents.
VISION INSURANCE	The District offers optional Eye Med Vision Insurance for employees and dependents.
LIFE INSURANCE	The District provides \$15,000 of paid life insurance. Additional supplemental life insurance is available for employee, spouse and children.
DEPENDENT CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for dependent care.
HEALTH CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for health care.
PENSION	Teachers' Retirement System (TRS) of Illinois 1-800-877-7896 members@trs.illinois.gov https://trs.illinois.gov
DISABILITY	Short and Long term disability benefits available through TRS. Additional optional short and long term disability plans through VOYA.
DIRECT DEPOSIT	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.



Unaffiliated 12 month FOS

WAITING PERIOD	Benefits start the 1st day of the next month following employment.
HOLIDAYS	17 paid holidays - 4th of July, Labor Day, Indigenous Peoples Day, the day before Thanksgiving, Thanksgiving, the Friday after Thanksgiving, Veteran's Day - will be given a day during winter break, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Martin Luther King Jr Day, President's Day, 2 days at Spring Break, Memorial Day, and Juneteenth. Additional days may be granted based on federal holidays - example Election Day.
FLOATING	10 - Indigenous Peoples Day, Day before Thanksgiving, 2 days at winter break, Martin Luther King Jr Day, President's Day, 2 days at spring break, Friday before Easter and Juneteenth.
PERSONAL DAYS	4 days*
SICK DAYS	15 days*
BEREAVEMENT DAYS	Can use sick days for immediate family members per school code.
VACATION	20 days*
HEALTH INSURANCE	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
DENTAL INSURANCE	The District offers optional Blue Cross Blue Shield PPO Dental for employees and dependents.
VISION INSURANCE	The District offers optional Eye Med Vision Insurance for employees and dependents.
LIFE INSURANCE	The District provides paid life insurance of 1.5 times the annually - maximum \$200,000. Additional supplemental life insurance is available for employee, spouse and children.
DEPENDENT CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for dependent care.
HEALTH CARE FLEXIBLE SPENDING	The District offers the option of flexible spending account for health care.
PENSION	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) https://www.imrf.org
DISABILITY	Administered through IMRF - employees are eligible after 12 consecutive months of IMRF service Credit. Additional optional short and long term disability plans through VOYA.
DIRECT DEPOSIT	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.