# Unaffiliated
# 10 month TRS

**2026-2027 School Year**

| | |
|---|---|
| **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<br>1. PPO Low ($750 deductible)<br>2. PPO High ($1,700 deductible)<br>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<br>1-800-877-7896<br>members@trs.illinois.gov<br>https://trs.illinois.gov |
| **DISABILITY** | Short and Long term disability benefits available through TRS.<br>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.