Unaffiliated
12 month IMRF

2026-2027 School Year

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 disabilty 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.