



## EMPLOYEE BENEFITS – Licensed Staff

### Insurance

- Medical (Blue Cross Blue Shield)** – Full-time employee coverage is paid by Board of Education, dependent coverage is employee-paid
- Dental (Delta Dental)** – Employee-paid
- Vision (VSP)** – Employee-paid
- Group Life (The Standard)** – Board-paid at 1x annual base salary
- Voluntary Life (The Standard)** – Employee-paid based on annual base salary and age in January
- Flexible Spending Account (BPC)** – Employee-paid for unreimbursed medical expenses, i.e. prescriptions, co-pays, eligible health-related items
- Dependent Coverage Account (BPC)** – Employee-paid for eligible childcare and elder care expenses

### Employee Assistance Program

- Six free sessions per presenting problem (includes unlimited 24-hour phone counseling)

### Paid Leave

- Based on 181 working days per year, full-time staff covered by the Board-BEA Agreement receive 12 sick days and 2 personal days

### Retirement Plan

- Teachers' Retirement System – 9.0% of Employee salary is deducted/sheltered and 0.9% of T.H.I.S. (Teacher Health Insurance System) also deducted/sheltered
- 403(b) plan available for employee-paid contributions through payroll deductions with a District 87-approved vendor

### Extra-Curricular Assignments

- Opportunity for coaching and other activities

### Additional College, University and In-District Coursework

- Salary schedule credit typically granted for courses taken in accordance with the Board-BEA Agreement
  - Tuition waivers available for classes taken through Illinois State University
  - Courses taken through an Illinois Approved Teacher Education Institution (Board-BEA Agreement lists specific details)
  - In-district courses are offered throughout the year through District 87 at no cost to the employee (salary schedule credit or stipends available)

### Salary Schedule Interpretation for Certified Staff

- Step** – Number of years an employee has been employed full-time at a PreK-12 school district. New employees are granted prior credit at the rate of one year for each of the first five years and then one year for each two years through the fifteenth year of experience – employees may start as high as Step 11
- Lane** – Number of graduate hours an employee has earned after completion of the Bachelor's or Master's Degree, lane changes are made once a year in October