



EMPLOYEE BENEFITS – PARAPROFESSIONALS

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
- ☐ Sick days and personal days are available for all contracted staff based on position
- ☐ Full-time paraprofessionals receive 11 sick days and 2 personal days

Retirement Plan

- ☐ Illinois Municipal Retirement Fund (IMRF) is available for non-certified employees scheduled to work over 600 hours – 4.5% deducted and 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

Salary Schedule Interpretation

- ☐ **Step** – Number of years an employee has been employed. New employees are granted prior credit at the rate of one year for each of the first five years.