



EMPLOYEE BENEFITS - Custodial/Maintenance

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

- ☐ 12 sick days for fiscal year July 1-June 30
- ☐ 2 personal days for fiscal year July 1-June 30
- ☐ Vacation days are computed as of July 1 of each year in accordance with the following schedule:
 - Employees with less than one full year of service shall accrue one day's vacation for each full month of employment not to exceed ten (10) working days earned vacation
 - Employees with one (1) full year of service, but less than eight (8) years, shall receive ten (10) working days of earned vacation
 - Employees with eight (8) full years of service, but less than fifteen (15) years, shall receive fifteen (15) days of earned vacation
 - Employees with fifteen (15) or more years of service shall receive twenty (20) days of earned vacation
 - Employees with twenty-five (25) or more years of service shall receive twenty-five (25) days of earned vacation

Holidays

- ☐ **13 Paid Holidays** - New Year's Day, Martin Luther King Day, President's Day, the Friday of Spring Break, Memorial Day, Independence Day, Labor Day, Columbus Day, Thanksgiving Day, the Friday after Thanksgiving, Christmas Eve, Christmas Day and New Year's Eve

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