



## EMPLOYEE BENEFITS - Paraprofessionals

### Employment Period

- 181 days

### Insurance

- Medical** - Full-time employees pay 5% of the monthly premium cost, dependent coverage is employee-paid
- Dental** - Employee-paid
- Vision** - Employee-paid
- Group Life** - Board-paid at 1x annual base salary
- Voluntary Life** - Employee-paid based on annual base salary and age in January
- Flexible Spending Account** - Employee-paid for unreimbursed medical expenses, i.e. prescriptions, co-pays, eligible health-related items
- Dependent Coverage Account** - 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

- 11 sick days
- 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, Employee-paid
- 403(b) plan available for employee-paid contributions through payroll deductions with a District 87-approved vendor

### Hourly Wage Rates

- Step** – Number of years an employee has been employed, new employees are granted credit at the rate of one year for each of the first five years of paraprofessional or teaching experience at a PreK-12 ISBE-recognized school