



## Employee Benefits

CLASSIFIED EMPLOYEES ASSOCIATION OF LISLE (CEAL)

### INSURANCE BENEFITS



*Employees must work 30 or more hours per week to qualify for these benefits.*

- Medical Insurance, PPO, HMO, Blue Advantage HMO
- Blue Cross Blue Shield of IL
- MetLife Dental Insurance
- VSP Vision Insurance
- Life Insurance (\$50, 000)
- Flex Spending (FSA)
- 403 (b) Retirement Account
- 457 Retirement Accounts
- EAP Program

### VACATION • SICK • PERSONAL DAYS



- Full-Time 12-Month Employees:
  - 14 Sick Days
  - 3 Personal Days
  - 10 Vacation Days\*
  - 14 Paid Holidays
  - 1 Floating Holiday\*
- Full-Time 10-Month employees:
  - 14 Sick Days
  - 3 Personal Days
  - 5 Paid Holidays\*

*\*There are restrictions per CEAL CBA.*

### SALARY & BENEFITS

- Compensation is based on the years of experience\*
- The CEAL Collective Bargaining Agreement can be found on the [Business Services page](#) of our website
- [CEAL CBA](#) (Appendix C, P. 41)

*\*There are restrictions per CEAL CBA.*

### PENSION

- IMRF - Illinois Municipal Retirement Fund
- [IMRF Learning Center](#)
- Employee contribution: 4.5% of gross pay
- Board of Education contributes a 12.25% for 2025