

12-Month Education Support Personnel (ESP) Benefits Summary

Information is effective 8/1/2025 – 7/31/2025 and is subject to change

12-MONTH ESP must work a minimum of 30 hours per week to be eligible for benefits.

1. Health Insurance

- PPO, HDHP or HMO medical plans available to choose from
- Single coverage will be paid in full by CUSD 95
- Contribution by CUSD 95 toward family coverage 2025/26 School Term \$262.50 monthly

2. Dental Insurance – Optional employee participation in the dental insurance plan at employee’s expense.

3. Vision Insurance – Optional employee participation in the vision insurance plan at the employee’s expense.

4. Life Insurance

- \$35,000 term life insurance policy for employees with less than 7 years of service
- \$50,000 term life insurance policy for employees with 7 or more years of service

5. Long Term Disability Insurance – Benefit providing the lesser of 60% basic monthly earnings or \$6,000 per month.

6. Flexible Spending Plan – A tax sheltered plan that is available for dependent care and unreimbursed medical expenses. A monthly fee may be associated with participation in the plan.

7. Health Savings Plan – A tax sheltered plan that is available for those enrolled in the HDHP. A monthly fee may be associated with participation in the plan.

8. AFLAC –Optional plan at employee’s expense

9. Voluntary Term Life & AD&D Insurance –Supplemental Insurance at employee’s expense

10. NCPERS – Voluntary Decreasing Term Life Insurance at employee’s expense

11. Sick Days (effective 7/1/2025 refer to ESP Handbook for specific use information)

Newly hired employees’ time is prorated based on months worked

Consecutive Years of Service	Number of Sick days per year
0-5 (see above for year of hire information)	12
6-10	13
11+	15

12. Personal Days (effective 7/1/2025)

Newly hired employees’ time is prorated based on months worked

Consecutive Years of Service	Number of Personal days per year
0-8 (see above for year of hire information)	2
8+	3

13. Vacation Days (based on length of service for a fiscal year (July 1 through June 30) and not on the anniversary date)

- Newly hired employees are allowed vacation time on a prorated basis for the number of months worked through June 30th after satisfying a ninety (90) day waiting period. The proration is based on a maximum of ten (10) days allowed and will be rounded to the nearest half day. For example, an employee that works five months prior to June 30th is eligible for 5/12ths of the total allotment of ten days for a prorated amount of 4 days until June 30th.
- On July 1st, employees with five (5) years or less of service will be granted ten (10) days of vacation for use that fiscal year.
- See Employee Handbook for additional information

14. Holidays – Paid Holidays based on school calendar and work year

15. Illinois Municipal Retirement Fund (IMRF) – Employees working 600 or more hours per year contribute 4.5% of gross earnings and CUSD 95 contributes as well

16. Tax Sheltered Retirement Investment Plan (403B Plan) – Employees have the option of participating, through payroll deductions, in a tax-sheltered retirement annuity or mutual fund company approved by CUSD 95

17. Tuition Reimbursement- Approved professional development and coursework will be reimbursed at a maximum rate of \$200 per credit hour or equivalent. Pre-approval of coursework is required. See ESP Handbook for details.