

Bus Drivers, 10- and 11-Month Employee Benefits Summary
Information is effective 8/1/2025 – 7/31/2026 and is subject to change

BUS DRIVERS must work a minimum of 20 hours per week to be eligible for benefits

10-MONTH and 11-MONTH EDUCATIONAL SUPPORT PERSONNEL (ESP) must work a minimum of 30 hours per week to be eligible for benefits.

1. Health Insurance

- PPO, HDHP PPO or HMO medical plan available to choose from
- \$750 monthly contribution toward monthly premiums effective August 1, 2025

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 employee’s expense.

4. Life Insurance

- \$25,000 term life insurance policy for employees with less than 7 years service
- \$40,000 term life insurance policy for employees with 7 or more years of service

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

5. 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.

6. Health Savings Account – A tax sheltered plan that is available for those enrolled in the HDHP. A monthly fee may be associated with participating in the plan.

7. AFLAC – Optional plan at employee’s expense

8. Voluntary Term Life and AD&D Insurance – Must work at least 20 hours per week – Supplemental Insurance at employee’s expense

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

10. Sick Days – Unlimited accumulation

To be used for illness, medical/dental needs – not for personal time off
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)	11
6-10	13
11+	15

11. Personal Days:

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

12. Holidays

- Bus Drivers working 20 or more hours per week are eligible for paid holidays based on school calendar and work year
- 10/11-month ESP employees working 25 or more hours per week are eligible for paid holidays based on school calendar and work year

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

14. 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

15. 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.