

## 12-Month Education Support Personnel (ESP) Benefits Summary

Information is effective 8/1/2026 – 7/31/2027 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 2026/27 School Term \$300 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 7/1/2026 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 7/1/2026)**

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.