



UNION POSITIONS

HEALTH BENEFITS	
Enrollment Period for Benefits	New Hires have 30 days from their original hire date to enroll in benefits
Medical	Blue Cross and Blue Shield of Illinois <ul style="list-style-type: none"> • 2 HMO and 2 PPO Plans are available • Single Coverage on the PPO750 is \$42 monthly; all other plans are free • Dependent Coverage Available
Dental	Delta Dental Plan of Illinois <ul style="list-style-type: none"> • HMO and PPO Plans • Single Coverage is free! • Dependent Coverage Available
Life Insurance	\$50,000 = Free
Voluntary Life Insurance	In addition to the basic life insurance coverage provided by the district, you can purchase Voluntary Term Life for yourself and your eligible dependents.
Voluntary Vision Plans	VSP Vision <ul style="list-style-type: none"> • Single Coverage = \$8.71 monthly • Family Coverage = \$24.02 monthly
RETIREMENT BENEFITS	
Teachers' Retirement System (TRS)	TRS provides retirement benefits to teachers—9% employee paid
Illinois Municipal Retirement Fund (IMRF)	IMRF provides retirement benefits to classified employees
ADDITIONAL BENEFITS	
Flexible Spending Account (FSA) HSA Health Savings Account	Tax Free Health Care Reimbursement Account and Dependent Care Reimbursement Account Tax free health savings account High Deductible
Employee Assistance Program (EAP)	Confidential assessment, counseling and resources available 24/7 to help employees resolve personal issues; also provides referrals for a variety of issues, including child/elder care, financial, etc.
Sick Days	Certified: 13 sick days per school year Classified -10 months : 11 sick days per school year Classified -12 months: 13 sick days per school year
Personal Days	2 personal days per school year

Tuition Reimbursement	\$1,250 per school year
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