



Community Unit School District #16

Summary of Benefits for Educational Support Personnel

New Berlin C.U.S.D. #16 offers a wide range of benefits. Eligible employees have benefit choices including medical, dental, vision, and life insurance; flexible spending accounts; retirement contributions; and paid sick and personal leave, in addition to other programs and benefits.

Insurance

Medical Insurance

Group health coverage is available from Blue Cross Blue Shield of Illinois. Employees may choose from one of three plan types and coverage for themselves, spouses, and/or dependent children.

- PPO/HRA – Preferred Provider Option/Health Reimbursement Account
- PPO/No Deductible Plan
- HSA – Health Savings Account

Note: coverage of dependent children will be subject to age limitations as outlined in the benefit plan summary for each plan.

Board-Paid Contribution

The New Berlin Board of Education provides a monthly contribution toward employee health insurance coverage. The board contribution is currently \$800.00 per month.

Dental Insurance

Guardian offers a PPO plan for dental coverage. Employees may choose to cover themselves, spouses, and/or dependent children.

Vision Insurance

Vision coverage is offered through Guardian. Employees may choose to cover themselves and/or family.

Life and Accidental Death and Dismemberment Insurance

The District provides each eligible employee with a \$10,000 term life insurance policy at no cost. Additional (supplemental) life insurance is also available for purchase for the employee, spouse, and children.

Flexible Spending Account

All eligible employees have the option to contribute to a pre-tax Flexible Spending Account with American Fidelity Assurance Company. The FSA allows employees to save money on eligible medical and/or dependent care services.

Note: Those enrolled in an HSA health plan are only eligible for a Limited-Access or Dependent Care FSA.

Retirement

Illinois Municipal Retirement Fund

Education support staff of the District who are expected to work more **600 or more hours in a calendar year** are automatically enrolled in the Illinois Municipal Retirement Fund.

Voluntary Retirement Investment - 403(b)

District employees may add to their retirement portfolio by enrolling in an optional, unmatched retirement savings plan under Section 403(b) of the federal tax code.

Additional Benefits

Holidays and Leave

Employees are granted holidays as outlined by Section 24-2 of the School Code of Illinois (105 ILCS 5/).

Personal Leave

Educational Support Staff will receive two (2) personal leave days per year.

Sick Leave

Educational support staff will receive one (1) sick day per month, accumulating ten (10) days per year. Twelve-month employees will receive 13 days per year.

Vacation Days

Twelve-month employees are also awarded paid vacation days. Vacation time is prorated based on start date. The amount of vacation days given is based on years of service in the District.

Dependent Tuition

Dependents of eligible faculty and staff who meet the requirements are eligible to pay tuition annually for enrollment in New Berlin C.U.S.D. #16.

Family and Medical Leave

Employees who work a minimum of 1,250 hours in a calendar year are eligible to utilize the Family and Medical Leave Act (FMLA) in cases of family and medical issues.

More information on what FMLA is and how it is to be administered can be found at www.dol.gov/whd/fmla.

NOTE: This document contains only a brief description of District insurance coverage and other benefits. In case of any conflict between this document and official plan documents, provisions of the plan document will govern. Plans may change or stop at any time. This not an employment contract.

Additional Benefits (cont'd)

Worker's Compensation

District employees injured on the job are covered under worker's compensation. If unable to work due to an injury occurring on the job they may be paid a portion of their salary from a third party administrator.