



Community Unit School District #16

Summary of Benefits for Certified Staff

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 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

Teachers' Retirement System

Certificated staff of the District are automatically enrolled in the Teachers' Retirement System of Illinois, and the employer contributes percentages established by TRS.

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

Salary

Certified employees work a 180-day calendar and are placed on the salary schedule negotiated into the New Berlin Education Association (NBEA) Collective Bargaining Agreement. Placement is based on education level and years of experience while holding an Illinois teaching license.

Professional Development / Tuition Reimbursement

The District provides an allocation of funds for professional development to support teachers in their pursuit for professional growth. Professional development is defined as workshops, conferences, and seminars as outlined in the NBEA Collective Bargaining Agreement.

In Addition, the District shall provide \$175 per college course credit hour for up to 12 credit hours per year as outlined in the NBEA Collective Bargaining Agreement.

Union Environment

The NBEA is a member of the IEA-NEA. Dues are deducted semi-monthly from the months of October through May.

Paid Time Off

Certified Personnel are initially granted 10 sick days and 3 personal days per year as outlined in the Collective Bargaining Agreement.

Additional Benefits, continued

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.

Mentor Program

The District provides one (1) mentor per building that will be assigned to new mentees. The mentoring program allows an opportunity for collaboration and unity in engaging new employees.

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.

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.

Teacher Work Day

The teacher calendar will not exceed 180 work days except for the positions that are under extended days. The teacher work day will be 7 hours and 31 minutes with the teacher work day beginning at 8:00 am and ending at 3:31 pm.

Pay Period

All employees of the District will be paid on the 1st and 15th day of each month. If the 1st or 15th occurs on Saturday or Sunday, the pay date will be the previous business day. The only exception will be the first pay date in January, which shall be the first business day on or after January 2nd.

2024-2025 NBEA Contract Link:

https://core-docs.s3.us-east-1.amazonaws.com/documents/asset/uploaded_file/496/District/4514416/CBA_2024-2027_CLEAN.pdf

Extra-Duty Assignments (NBEA Contract pg. 36)

Appendix B of the NBEA Contract outlines the schedule for payments for extra-duty assignments.

Athletic Salary Schedule (NBEA Contract pg. 39)

Appendix C of the NBEA Contract outlines the schedule for payments for coaching assignments.

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.