



SWCCCASE

Benefits Summary



2025-2026

Salary	<ul style="list-style-type: none">• Employees are paid based on salary schedule provided in the current Collective Bargaining Agreement.• 12 month employees are paid their annual salary twice a month on a 12 month basis.• 10 month employees are paid their annual salary, divided by 24 pays, with a June payout.• Payroll is semi-monthly with pay dates generally on the 15th and 30th of the month.• First paycheck is paper. All of the following paychecks are via direct deposit.• August 31 is the first pay for a given school year for all 10 month employees.
Extra Duty Pay	<ul style="list-style-type: none">◆ \$46 per hour for TRS employees◆ Hourly rate for IMRF employees
Life Insurance	<ul style="list-style-type: none">• \$15,000 value at no cost to full-time employees
Pension Systems	<ul style="list-style-type: none">◆ Teachers Retirement System (TRS) and Illinois Municipal Retirement Fund (IMRF) are mandatory employee deductions for qualifying employees.◆ TRS is 9.0% and THIS is .90% for qualifying employees, with a voluntary 457c option.◆ IMRF is 4.5% for qualifying employees, with voluntary non-tax deferred option.
Employee Assistance Program (EAP)	<ul style="list-style-type: none">• This free service is available to all full-time employees. Please see the Business Office page on the SWCCCASE website for more information. Our EAP is offered by Reliance Standard 855-775-4357 or myassistanceprogram.com/rsl/.
Credit Union	<ul style="list-style-type: none">◆ Great Lakes Credit Union 800-982-7850◆ Illiana Financial Credit Union 708-891-7800
403b Retirement Plan	<ul style="list-style-type: none">• All employees are eligible to contribute to a 403(b) retirement plan. A 403(b) plan, also known as a tax-sheltered annuity, is a retirement plan for employees of public schools. Please see the Business Office page on the SWCCCASE website for more information. Our plan is administered by the OMNI group.
Tuition Reimbursement	<ul style="list-style-type: none">◆ A maximum of 12 hours of course work during any school year◆ Up to \$350 per credit hour for coursework leading to an initial special ed teaching license◆ Up to \$250 per credit hour for all other coursework◆ See Collective Bargaining Agreement for details
Sick Days	<ul style="list-style-type: none">• Please see the sick leave pages of the Collective Bargaining Agreement (11– 14 days of sick leave)
Personal Days	<ul style="list-style-type: none">◆ 3 personal days each year- Requests must be made at least one week in advance. Unused days may be surrendered for compensation (\$120/day).
Holidays	<ul style="list-style-type: none">• Same holidays as district of assignment
Absences	<ul style="list-style-type: none">◆ AESOP Absence Management software is utilized for employee attendance.
Jury Duty	<ul style="list-style-type: none">• Please report your expected absence to your supervisor. An employee may submit a check for their jury duty appearance fee to the Business Office for no loss in salary.
Paraeducator Professional Development (PPD)	<p>The professional development of our paraeducators is a top priority. In person and on demand professional development targeted for our paraeducators will be provided. In years 1-4, four PPD credits are required outside of the work day. Two credits are required in years 5-7.</p>

Health Insurance Deductions Per Pay Period 2025-2026

Medical	Dental	FY 26 Employee Deduction
HMO BA Single	None	\$0
HMO BA Single	Dental Single	\$0
HMO BA Single	Dental Family	\$15.23
HMO IL Single	None	\$1.85
HMO IL Single	Dental Single	\$36.58
HMO IL Single	Dental Family	\$51.81
PPO Single	None	\$192.76
PPO Single	Dental Single	\$227.49
PPO Single	Dental Family	\$242.72
HMO BA Family	None	\$249.99
HMO BA Family	Dental Single	\$284.72
HMO BA Family	Dental Family	\$299.94
HMO IL Family	None	\$339.52
HMO IL Family	Dental Single	\$374.25
HMO IL Family	Dental Family	\$389.48
PPO Family	None	\$617.72
PPO Family	Dental Single	\$652.45
PPO Family	Dental Family	\$667.67

Vision Insurance Deductions Per Pay Period

EyeMed Voluntary	Single	\$2.97
EyeMed Voluntary	Family	\$7.58

Union Dues (2024-2025) : A member of the union will contact you with enrollment information.

\$ 20.11 per pay if you earn less than \$50,000

\$ 36.01 per pay if you earn \$50,200 or more

Workers Compensation

Please immediately report a work-related injury to your supervisor. The Cooperative is a member of the School Employees Loss Fund (SELF). Sedgewick is the Workmen's Compensation claims administrator.

<u>Extended School Year Hourly Rates</u>	<u>2025 & 2026</u>
OT/PT/SLP/BCBA	\$59.00
COTA/PTA/LPNs	\$47.00
Teachers, Social Workers, RNs, and Art Therapists	\$54.00
Paraeducators	\$32.00
Interpreters	\$39.00

Medical Insurance Provider:

Blue Cross Blue Shield

Dental Insurance Provider:

MetLife


- ◆ All full-time employees are eligible.
- ◆ A full-time employee is regularly scheduled to work a minimum of 30 hours per week and is on the permanent payroll.
- ◆ Health insurance for a new employee will commence on the first day of the month following the first day of employment.
- ◆ **If you waive medical and dental insurance, \$1,000 is prorated throughout the year. Proof of other coverage may be required.**

Reliance Voluntary Insurance Option

The following voluntary plan options are offered to all full-time employees. Take advantage of lower premiums offered through the plan group rates.

- Voluntary Accident Insurance
- Voluntary Critical Illness Insurance
- Voluntary Life Insurance

SWCCCASE CORE VALUES



STUDENT-CENTERED
We prioritize the unique needs of students to ensure meaningful educational experiences.

RESULTS-FOCUSED
We utilize data to set and achieve ambitious outcomes.

INNOVATIVE
We incorporate evidence-based practices and ongoing professional development to cultivate educational exploration.

SUPPORTIVE
We provide a culture of care and understanding for all stakeholders.

COMMUNITY
We foster a sense of belonging and promote positive relationships in an inclusive and diverse environment.