



BENEFIT SHEET
OCCUPATIONAL/PHYSICAL THERAPIST
HUMAN RESOURCES
SCHOOL DISTRICT U-46

ELIGIBILITY	Hourly non-union employees are eligible for health care coverage if they have 30 average weekly hours. The District will calculate the average weekly hours for new employees based on their initial measurement period, in accordance with the guidelines of the Affordable Care Act.
ELIGIBILITY WAITING PERIOD	None
VACATION	None
HOLIDAYS	8 paid holidays - New Year's Day, Spring Holiday, President's Day, Memorial Day, Labor Day, Columbus Day, Thanksgiving Day, Christmas Day
PERSONAL DAYS	5 personal days – Unused personal days at the end of the year will roll over to sick days.
SICK DAYS	10 sick days; unused days roll over to next year and can be used for service credit at retirement.
BEREAVEMENT DAYS	3 paid days annually to be used in the event of a death in the immediate family, including step-family.
HEALTH INSURANCE	Choice of three PPO plans administered by United Healthcare: A traditional PPO and two high deductible health plans (HDHP) with health savings account (HSA). Those electing a HDHP plan may make their own contributions to their HSA and will also receive an employer contribution. Employees pay 15% of the total premium.
VISION	Voluntary vision plan with EyeMed Vision Care for employee and dependents.
DENTAL INSURANCE	The District is Self-Insured. Single coverage premiums are paid by the District. Family coverage is also available at full cost.
LIFE INSURANCE	\$50,000 of district-paid basic term life insurance. Voluntary employee paid supplemental life insurance also available for employees, spouses and dependent children.
DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT	Dependent (Child or Elder) Care Account. The School District U-46 Board of Education provides a <u>Section 125 Plan</u> . Allows employees to use pre-tax dollars to pay for dependent day care for your child or adult dependent.
PENSION	Illinois Municipal Retirement Fund (IMRF) Enrollment in IMRF is mandatory for employees working 600+ hours per year. You will receive a book upon employment. IMRF phone number: 1-800-275-4673

DISABILITY

Disability benefits provided through IMRF – employees

DIRECT DEPOSIT

Direct Deposit of your paycheck to the financial institution of your choice.
Financial Service/Payroll phone number: 847-888-5000 extension 5013.

***In accordance with Section 5.331 of School Board Policy, and unless specified otherwise in a collective bargaining agreement or contract for employment, vacation and sick day hours shall be accrued as earned on a pro-rated basis.**

This document is a general overview of your benefits. Some of these benefits may change based on the hours worked and the position being filled.