



BENEFIT SHEET
Non-Union – Classified – 12 Month
HUMAN RESOURCES
SCHOOL DISTRICT U-46

ELIGIBILITY	Hourly, Non-Union employees scheduled at least 30 hours per week are eligible for health care coverage. Actual hours worked are monitored in accordance with the guidelines of the Affordable Care Act to determine future eligibility. All salaried, Non-Union employees are considered full time and eligible for benefits.
WAITING PERIOD	None
VACATION DAYS	1-5 Years 10 days 6-8 Years 15 days 9+ Years 20 days
HOLIDAYS	New Year's Day, MLK, Presidents Day, Spring Holiday, Memorial Day, Juneteenth National Freedom Day, Independence Day, Labor Day, Columbus Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day
PERSONAL DAYS	3 days - Unused days will convert to sick days at the end of school year and may accumulate up to 240 days of service credit at retirement with Illinois Municipal Retirement Fund (IMRF).
SICK DAYS	12 days - unused sick days may accumulate for service credit at retirement with Illinois Municipal Retirement Fund (IMRF).
BEREAVEMENT DAYS	2 days in the event of death in the immediate family (spouse, child, parent, sibling, grandparent, parent-in-law, step-family of the foregoing relatives or relative residing with employee)
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 INSURANCE	Voluntary vision plan with EyeMed Vision Care for employee and dependents.
DENTAL INSURANCE	PPO plan administered by United Healthcare. Single coverage paid by the District. Family coverage is also available at full cost.
LIFE INSURANCE	District provides \$50,000 of paid term life insurance. Additional supplemental life insurance may be purchased via payroll deduction for employees, spouses and dependent children. Basic and Supplemental amounts cannot exceed a combined maximum of five (5) times earnings.
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. 1-800-ASK-IMRF (1-800-275-4673) https://www.imrf.org
DISABILITY	Administered through IMRF – employees are eligible after 12 consecutive months of IMRF service credit.
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.