



BENEFIT SHEET
NON UNION – CLASSIFIED – 10 MONTH
REGISTERED NURSE
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.
WAITING PERIOD	None
VACATION DAYS	None
HOLIDAYS	New Year's Day, Martin Luther King Jr. Day, February Holiday*, Spring Holiday**, Memorial Day, Labor Day, Columbus Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day (<i>*Announced annually-either Lincoln's Birthday or Presidents Day; **announced annually</i>)
PERSONAL DAYS	5 personal days – Unused personal days at the end of the year will roll over to sick days.
SICK DAYS	7 sick days; unused days roll over to next year and can be used for service credit at retirement.
BEREAVEMENT DAYS	2 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 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.