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**BENEFIT SHEET**  
**DUSA – 12 MONTH**  
HUMAN RESOURCES  
SCHOOL DISTRICT U-46

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<b>ELIGIBILITY</b>	Members must work six (6) or more hours per day and thirty (30) or more hours per week and more than six (6) months of the year are eligible for health, dental and vision insurance.
<b>WAITING PERIOD</b>	30 Calendar Days – health, vision and dental benefits 90 Calendar Days – all other benefits
<b>VACATION DAYS</b>	2 weeks (10 days) of paid vacation 3 weeks (15 days) of paid vacation after the 10 years of service
<b>BREAK DAYS</b>	6 days at Christmas Break, Spring Break and special holidays and/or any other student non-attendance days during the school year.
<b>FLOATING HOLIDAY</b>	1 day after 8 years of service
<b>HOLIDAYS</b>	New Year's Day, Martin Luther King Jr. Day, February Holiday*, Spring Holiday**, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veterans Day***, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day (*Announced annually-either Lincoln's Birthday or Presidents Day; **announced annually; ***May be a workday as determined by the Board, but if working on Veterans Day then 12 month employees will be granted a floating holiday at a mutually agreed upon date by employee and supervisor.)
<b>PERSONAL DAYS</b>	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).
<b>SICK DAYS</b>	12 days - unused sick days may accumulate for service credit at retirement with Illinois Municipal Retirement Fund (IMRF).
<b>BEREAVEMENT DAYS</b>	3 paid days annually to be used in the event of a death in the immediate family, defined as parent, spouse, child, sibling, grandparent, grandchild, parents-in-law, siblings-in-law, those over whom the employee has legal guardianship or relatives living in the employee's immediate household.
<b>HEALTH INSURANCE</b>	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.
<b>VISION INSURANCE</b>	Voluntary vision plan with EyeMed Vision Care for employee and dependents.
<b>DENTAL INSURANCE</b>	PPO plan administered by United Healthcare. Single coverage paid by the District. Family coverage is also available at full cost.
<b>LIFE INSURANCE</b>	District provides \$40,000 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 Section 125 Plan: 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

*Paid time off allotments are prorated based on start and end dates, following the workday calendar specific to your position. For additional information on these benefits, please refer to the applicable collective bargaining agreement.*