



BENEFIT SHEET
DUTU – TRANSPORTATION 12 MONTH
HUMAN RESOURCES
SCHOOL DISTRICT U-46

ELIGIBILITY	All full-time drivers, route assistants and full-time employees as defined in Article X will be included in the health and /or dental insurance plan underwritten by the Board: "For the purpose of seniority, full time drivers and full-time route assistants shall be defined as anyone who is working a regular a.m. run and a regular p.m. run five (5) days per week. A full-time employee, other than a driver or route assistant, shall be defined as a person who is willing and able to accept 40 hours of assigned work on a scheduled Monday through Friday work week".
WAITING PERIOD	Insurance benefits begin 1 st of month following the completion of 30 calendar days of employment.
VACATION DAYS	0-1 year - 0.83 days per month 1-5 years - 10 days per year More than 5 years – One (1) additional day for each year's service up to a maximum of 20 days.
HOLIDAYS	Labor Day, Columbus Day, Veterans Day*, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve Day, New Year's Day, Martin Luther King Jr. Day, February Holiday**, Spring Holiday***, Memorial Day, Juneteenth, Independence Day. <i>*Floating Holiday; employee who works on this day may select another mutually agreeable day during the work year to have the holiday. **Announced annually-either Lincoln's Birthday or Presidents Day; ***announced annually.</i>
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	10 days - unused sick days may accumulate for service credit at retirement with Illinois Municipal Retirement Fund (IMRF).
BEREAVEMENT DAYS	2 paid days to be used in the event of death in the immediate family, defined as parent, spouse, sibling, child, grandparent, grandchild, parents-in-law, siblings-in-law, daughter-in-law, son-in-law, step-family of the foregoing relatives and those over whom the employee has legal guardianship.
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 \$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 <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

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.