



BENEFIT SHEET
DUSA – 10 MONTH
HUMAN RESOURCES
SCHOOL DISTRICT U-46

ELIGIBILITY	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.
WAITING PERIOD	30 Calendar Days – health, vision and dental benefits 90 Calendar Days – all other benefits
VACATION DAYS	None
FLOATING HOLIDAY	1 day after 8 years of service (for Full-Time employees)
HOLIDAYS	New Year's Day, February Holiday*, Spring Holiday**, Memorial Day, Labor Day, Columbus Day, Veterans Day***, Thanksgiving Day, Day after Thanksgiving, Christmas Day (<i>*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 Christmas Eve Day will be a paid holiday.</i>)
PERSONAL DAYS	2 days for Full-Time employees – 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 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.
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

Date: 7/1/2025
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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.