



BENEFIT SHEET
ESSO – PLANT OPERATIONS
HUMAN RESOURCES
SCHOOL DISTRICT U-46

ELIGIBILITY	All bargaining unit members
WAITING PERIOD	60 calendar days for benefits
VACATION DAYS	Less than 1 year - 5/6 day per month which may be used after July 1st. 1-5 years - 10 days 6-15 years - 10 days plus one day for each year of service beyond 5 years. More than 15 years - 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>*may be a scheduled work day, 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	3 days for death in the immediate family, defined as husband, wife or child, and father, mother, brother, sister, grandparents, uncle or aunt of the husband and wife of employee, step-family of the foregoing relatives. or any person who have resided in the employee's household for a reasonable period of time.
HEALTH INSURANCE	Choice of four plans administered by United Healthcare: A traditional PPO, the Surest copayment-only plan 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 \$30,000 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.