



**BENEFIT SHEET**  
**ETA – TEACHER**  
HUMAN RESOURCES  
SCHOOL DISTRICT U-46

<b>WAITING PERIOD</b>	None
<b>PERSONAL DAYS</b>	3 personal days – unused days will convert to sick days at the end of school year and may accumulate up to two years of service credit at retirement with Teachers’ Retirement System of Illinois (TRS).
<b>SICK DAYS</b>	12 sick days - unused sick days may accumulate up to two years of service credit at retirement with Teachers’ Retirement System of Illinois (TRS).
<b>BEREAVEMENT DAYS</b>	3 days in the event of death in the immediate family (spouse, child, parent, sibling, grandparent, parent-in-law, or relative residing with employee)
<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 \$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.
<b>DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT</b>	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.
<b>PENSION</b>	Teachers’ Retirement System (TRS) of Illinois. 1-800-877-7896 <a href="mailto:members@trs.illinois.gov">members@trs.illinois.gov</a> <a href="https://trs.illinois.gov/">https://trs.illinois.gov/</a>
<b>SHORT TERM /LONG TERM DISABILITY</b>	Short/Long-term disability benefits available through TRS and a district-sponsored plan, for a combined salary replacement up to 70%.
<b>DIRECT DEPOSIT</b>	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.*