BENEFIT SHEET
LONG TERM SUBSTITUTE
HUMAN RESOURCES
SCHOOL DISTRICT U-46

ELIGIBILITY	Long term substitutes hired on or before November 1st , expected to work for the full school year and scheduled at least 30 hours per week are eligible for health care coverage. Actual hours worked are monitored in accordance with the guidelines of the Affordable Care Act to determine future eligibility.
WAITING PERIOD	None
VACATION DAYS	None
HOLIDAYS	None
PERSONAL DAYS	None
SICK DAYS	1 day for every month worked. I0 days if hired for a full-year assignment. Unused sick days may accumulate for service credit at retirement with Teachers Retirement System of Illinois*.
BEREAVEMENT DAYS	3 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, stepfamily of the foregoing relatives, those over whom the employee has legal guardianship, and members of the employee's immediate household
HEALTH INSURANCE	Choice of four PPO plans administered by United Healthcare: A traditional PPO, two different high deductible health plans (HDHP) with health savings account (HSA), and a specialty PPO tailored to individuals or their spouses who have Type 2 diabetes. Those electing the HDHP plans 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	None
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	Teachers' Retirement System (TRS) of Illinois. 1-877-927-5877 members@trsil.org https://www.trsil.org/

DISABILITY	Administered through Teachers Retirement System of Illinois.
DIRECT DEPOSIT	Direct Deposit of your paycheck to the financial institution of your choice. Financial Services/Payroll phone number: 847-289-2177

***In accordance with Section 5.330 of School Board Policy, and unless specified otherwise in a collective bargaining agreement or contract for employment, vacation and sick day hours shall be accrued as earned on a pro-rated basis.**

This is a general overview of the benefits of a Long Term Substitute Position; some of these benefits may change based on the hours worked and the position being filled.