



FULL-TIME BENEFITS AT A GLANCE

Flexible Spending Account (FSA) - Section 125 Account

Health FSA
Dependent Care FSA
Commuter FSA

Pension

Illinois Municipal Retirement Fund (IMRF)
Employees working 1000 hours or more annually or
other 12-month period
Mandatory employee 4.5% contribution per
paycheck
Employer Contribution defined annually by IMRF

Retirement Health Care Funding Plan

30-day probation period. The percentage is based
on the number of years in a qualified pension plan
on start date.

Up to 5 years – 1.0%
6-10 years – 1.5%
11-15 years – 2.0%
16-20 years – 3.0%
21-30 years – 4%
31+ years – 5.0%

District Paid Life Insurance Policy

Basic Life and AD&D- 2X annual salary up to
\$500,000

HEALTH BENEFITS

Insurance Effective on First Day of Employment

BCBS Medical- PPO Network

\$500.00/\$1000/\$1500 Deductible - In Network
\$1500/\$3000/\$4500 Out of Pocket - In Network

BCBS Prescription

Preferred Generic/Non-Preferred Generic/Preferred Brand/Non-
Preferred Brand/Preferred Specialty/Non-Preferred Specialty
Preferred Retail Pharmacy 30-day supply -
\$0/\$10/\$50/\$100/\$150/\$250
Non-Preferred Retail Pharmacy 30-day supply -
\$10/\$20/\$70/\$120/\$150/\$250
Mail Order up to 90-day supply - \$0/\$50/\$100/\$200/N/A/N/A

BCBS Dental

\$50/\$100/\$150 Deductible In Network
\$2000 annual maximum benefit
Preventative, Basic, Major and Orthodontia Coverage
(Orthodontia lifetime Maximum \$2000)

BCBS Vision

Eye Exam- Every 12 months - \$10 copay in network
Basic lenses single/bifocal/trifocal = \$10 copay in network
Frames every 24 months - \$150 allowance, then 20% over
allowance – in network
Contact Lenses (in lieu of glasses) \$150 allowance, then 15%
over allowance – in network

Cost Per Paycheck	Medical	Dental	Vision
Employee	\$45.66	\$1.69	\$0.33
Employee & Spouse	\$94.00	\$3.43	\$0.63
Employee & Child	\$87.29	\$4.38	\$0.66
Family	\$135.63	\$6.54	\$0.97

13 Paid Holidays

New Year's Day, Martin Luther King Jr Day,
Presidents' Day, Memorial Day, Juneteenth,
Independence Day, Labor Day, Indigenous Peoples' /
Columbus Day, Veterans Day, Thanksgiving Day, Day
after Thanksgiving, Christmas Eve (1/2 day), Christmas
Day., New Year's Eve (1/2 day)

1 Floating Holiday

Benefit Leave Time

Vacation

1 - 5 years of employment = 10 working days
6 - 10 years of employment = 15 working days
11 - 20 years of employment = 20 working days
21+ years of employment = 25 working days
*(In the first year of employment, 50 % of vacation is
immediately available upon hire and the other 50 %
upon successful completion of the introductory period.)*

12 Sick Days per calendar year on January 1
*(Pro-rated amount in first year of employment after 30
day waiting period)*

2 Personal Days Annually

Short Term Disability Pay

6 weeks, 100% pay when employed for 1-2 years
12 weeks, 100% pay when employed for 2+ years

Family Bereavement Leave

Pet Bereavement Leave

Employee Assistance Program – EAP

Fox Fitness all-inclusive membership and Blackberry
Farm membership to active full-time employee and
their immediate family members

District Program Discounts

Optional Benefits

457 Deferred Compensation Plan
IMRF Voluntary Additional Contribution Plan
NCPERS Group Life and AD&D - \$16 per month
Voluntary Group Life and AD&D –
Allstate Supplemental Coverage
Accident Insurance
Critical Illness
Group Voluntary Disability Insurance

Pet Insurance

Identity Theft Coverage

Legal Assistance Coverage