



St. Charles CUSD 303 Educator Benefits

District Overview

<http://district.d303.org/about/index>

Insurance

*Medical / BlueCrossBlueShield of IL
Plan Options : PPO, HMO and CDHP
(with Health Savings Account) for eligi-
ble educators

*Vision / VSP / included with Medical
plan enrollment

*Dental / MetLife

*Group Term Life Insurance - \$25,000
provided by District

*Voluntary Life Insurance

*Flexible Spending Account

*Fitness Center Discounts

*Employee Assistance Plan

Sick /Personal Leave Days

*Full-Time Educators receive 15 days per
year. Part-Time Educators are prorated.

Compensation

*The St. Charles Education Association (SCEA)
salary schedule is available: [district.d303.org/
departments/human-resources](http://district.d303.org/departments/human-resources) (Scroll to
bottom and select SCEA folder for current
Salary Schedule)

- Educators receive professional growth for
salary schedule credit with completion of
pre-approved coursework

Retirement

***Teachers' Retirement System of the State of
Illinois (TRS) Pension** -Participation in TRS is
mandatory for all licensed educators. The TRS
contribution is shared between the Board and
the Educator on all TRS creditable earnings.

www.trsil.org

***403b & 457 Accounts** - educators are eligible
to make employee contributions, through payroll
deductions, to their own 403b or 457 investment
accounts. A district match benefit is available to
eligible educators.

Mentoring

*Comprehensive induction and mentoring program
including New Educator Academy.