



# CUSD 304 Certified Staff Benefits

## District Overview

<https://www.geneva304.org/>

## Compensation

Compensation is based on education level and years of experience.

Please review the GEA salary schedule located in the GEA Contract:

<https://www.geneva304.org/FOIAPublicDocuments.aspx>

## Paid Time Off

- Teachers: 10 Sick Days, 2 Personal Days.

Allocation increases with years of service.

## District Insurance Benefits

Offered to teachers that are at least 0.5 FTE:

- Medical: Blue Cross Blue Shield IL- PPO, HDHP (optional HSA), HMO plan options
- Dental: Metlife
- Vision: VSP- Basic vision plan included in medical plan/buy up vision option available
- Flexible Spending Account and Health Reimbursement Account options (pending eligibility)
- Basic Life Insurance provided by District
- Voluntary Life Insurance
- Employee Assistance Program provided by District

## Retirement

Certified staff are required to participate in the Teacher Retirement System of the State of Illinois (TRS)

TRS Employee contributions:

- TRS - Retirement - 9%
- THIS - Health Insurance - 1.18%

Learn more about TRS on their website:

<https://www.trsil.org/>

Additional retirement plan options:

- 403(b)
- 457