



## EMPLOYEE BENEFITS - Professional/Supervisory (9, 10 or 12 Months)

### Employment Period

- ☐ 181 days (9 months)
- ☐ 220 days (10 months)
- ☐ 260 days (12 months)

### Insurance

- ☐ **Medical** - Full-time employees are Board-Paid, dependent coverage is employee-paid
- ☐ **Dental** - Employee-paid
- ☐ **Vision** - Employee-paid
- ☐ **Group Life** - Board-paid at 1x annual base salary
- ☐ **Voluntary Life** - Employee-paid based on annual base salary and age in January
- ☐ **Flexible Spending Account** - Employee-paid for unreimbursed medical expenses, i.e. prescriptions, co-pays, eligible health-related items
- ☐ **Dependent Coverage Account** - Employee-paid for eligible childcare and elder care expenses

### Employee Assistance Program

- ☐ Six free sessions per presenting problem (includes unlimited 24-hour phone counseling)

### Paid Leave

- ☐ 9-month employees - 12 sick days and 2 personal days
- ☐ 10-month employees - 13 sick days and 2 personal days
- ☐ 12-month employees - 15 sick days and 2 personal days for fiscal year July 1-June 30
- ☐ 12-month employees - Vacation days are computed as of July 1 of each year in accordance with the following schedule:
  - Employees with less than one full year of service shall accrue one day's vacation for each full month of employment, not to exceed ten (10) working days earned vacation.
  - Employees with one (1) full year of service, but less than eight (8) years, shall receive ten (10) working days of earned vacation.
  - Employees with eight (8) full years of service, but less than fifteen (15) years, shall receive fifteen (15) days of earned vacation.
  - Employees with fifteen (15) or more years of service shall receive twenty (20) days of earned vacation.
  - Employees with twenty-five (25) or more years of service shall receive twenty-five (25) days of earned vacation.

### Retirement Plan

- ☐ Illinois Municipal Retirement Fund (IMRF) is available for non-certified employees scheduled to work over 600 hours - 4.5% deducted and sheltered, Employee-paid
- ☐ 403(b) plan available for employee-paid contributions through payroll deductions with a District 87-approved vendor