



EMPLOYEE BENEFITS - Guidance Counselors, Social Workers, Speech Pathologists, Psychologists and Teachers

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

- ☐ 12 sick days
- ☐ 2 personal days

Retirement Plan

- ☐ Teachers' Retirement System - 9.0% of Employee salary is deducted/sheltered and 0.9% of T.H.I.S. (Teacher Health Insurance System) also deducted/sheltered, cost is split between Board of Education and Employee
- ☐ 403(b) plan available for employee-paid contributions through payroll deductions with a District 87-approved vendor

Additional College, University and In-District Coursework

- ☐ Salary schedule credit typically granted for courses taken in accordance with the Board-BEA Agreement
 - Tuition waivers available for classes taken through Illinois State University
 - Courses taken through an Illinois Approved Teacher Education Institution (Board-BEA Agreement lists specific details)
 - In-district courses are offered throughout the year through District 87 at no cost to the employee (salary schedule credit, stipend or professional development hours available)

Salary Schedule Interpretation for Certified Staff

- ☐ **Step** - Number of years an employee has been employed full-time at a PreK-12 school district. New employees are granted prior credit at the rate of one step for each of the first five years and then one step for each two full years through the fifteenth year of experience - employees may start as high as Step 11
- ☐ **Range** - Number of graduate hours an employee has earned after completion of a Bachelor's or Master's Degree