



BENEFIT SHEET
DUEA
HUMAN RESOURCES
SCHOOL DISTRICT U-46

ELIGIBILITY	Hourly union employees scheduled to work at least 30 hours per week are eligible for health care coverage and pay a 15% contribution rate. Employees scheduled to work 20 to 29 hours per week are eligible for health care coverage and pay a prorated contribution. Actual hours worked are monitored in accordance with the guidelines of the Affordable Care Act to determine future eligibility.
WAITING PERIOD	None
HOLIDAYS	New Year's Day, Martin Luther King Jr. Day, February Holiday*, Spring Holiday**, Memorial Day, Juneteenth***, Independence Day***, Labor Day, Columbus Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day <i>(*Announced annually-either Lincoln's Birthday or Presidents Day; **announced annually; ***paid if employee works the day before and the day after the holiday)</i>
PERSONAL DAYS	2 days – unused days will convert to sick days at the end of school year and may accumulate up to 240 days of service credit at retirement with Illinois Municipal Retirement Fund (IMRF).
SICK DAYS	10 days - unused sick days may accumulate for service credit at retirement with Illinois Municipal Retirement Fund (IMRF).
BEREAVEMENT DAYS	3 paid days to be used in the event of death in the immediate family, defined as parent, spouse, sibling, child, grandparent, grandchild, parents-in-law, siblings-in-law, stepfamily of the foregoing relatives, those over whom the employee has legal guardianship, and members of the employee's immediate household
HEALTH INSURANCE	Choice of four PPO plans administered by United Healthcare: A traditional PPO, two different high deductible health plans (HDHP) with health savings account (HSA), and a specialty PPO tailored to individuals or their spouses who have type 2 diabetes. Those electing the HDHP plans may make their own contributions to their HSA and will also receive an employer contribution. Employees working at least 30 hours per week pay 15% of the total premium. Employees scheduled to work 20 to 29 hours per week pay a prorated contribution.
VISION INSURANCE	Voluntary vision plan with EyeMed Vision Care for employee and dependents.
DENTAL INSURANCE	PPO plan administered by United Healthcare. Single coverage paid by the District. Family coverage is also available at full cost.
LIFE INSURANCE	District provides \$40,000 of paid term life insurance. Additional supplemental life insurance may be purchased via payroll deduction for employees, spouses and dependent children. Basic and Supplemental amounts cannot exceed a combined maximum of five (5) times earnings.
DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT	Dependent (Child or Elder) Care Account. The School District U-46 Board of Education provides a <u>Section 125 Plan</u> : Allows employees to use pre-tax

dollars to pay for dependent day care for your child or adult dependent.

PENSION

Illinois Municipal Retirement Fund (IMRF)
Enrollment in IMRF is mandatory for employees working 600+ hours per year.
1-800-ASK-IMRF (1-800-275-4673)
<https://www.imrf.org>

DISABILITY

Administered through IMRF – employees are eligible after 12 consecutive months of IMRF service credit.

DIRECT DEPOSIT

Direct Deposit of your paycheck to the financial institution of your choice. Financial Service/Payroll phone number: 847-888-5000 extension 5013

Paid time off allotments are prorated based on start and end dates, following the workday calendar specific to your position. For additional information on these benefits, please refer to the applicable collective bargaining agreement.