



Bus Drivers, 10- and 11-Month Employee Benefits Summary

Information is effective August 1st and is subject to change

BUS DRIVERS must work a minimum of 20 hours per week to be eligible for benefits

10-MONTH and 11-MONTH EDUCATIONAL SUPPORT PERSONNEL (ESP) must work a minimum of 30 hours per week to be eligible for benefits.

1. Health Insurance

- PPO, HDHP PPO or HMO medical plan available to choose from
- \$700 monthly contribution toward monthly premiums

2. Dental Insurance – Optional employee participation in the dental insurance plan at employee's expense.

3. Vision Insurance – Optional employee participation in the vision insurance plan at employee's expense.

4. Life Insurance

- \$25,000 term life insurance policy for employees with less than 6 years service
- \$40,000 term life insurance policy for employees with 6 or more years of service

5. Long Term Disability Insurance – A benefit providing the lesser of 60% basic monthly earnings or \$6,000 per month.

5. Flexible Spending Plan – A tax sheltered plan that is available for dependent care and unreimbursed medical expenses. A monthly fee may be associated with participation in the plan.

6. Health Savings Account – A tax sheltered plan that is available for those enrolled in the HDHP. A monthly fee may be associated with participating in the plan.

7. AFLAC – Optional plan at employee's expense

8. Voluntary Term Life and AD&D Insurance – Must work at least 20 hours per week – Supplemental Insurance at employee's expense

9. NCPERS – Voluntary Decreasing Term Life Insurance at employee's expense

10. Sick Days – Cumulative to 240 days

To be used for illness, medical/dental needs – not for personal time off

- Bus Drivers working 20 or more hours per week receive 10 sick days each year
- 10-month ESP employees working 600 or more hours per year receive 10 sick days each year.
- 11-month ESP employees working 600 or more hours per year receive 11 sick days each year.

11. Personal Days

- Bus Drivers working 20 or more hours per week receive two personal day per year
- 10/11-month ESP employees working 30 or more hours per week receive two personal days per year.
- Unused personal days convert to sick days the following year

12. Holidays

- Bus Drivers working 20 or more hours per week are eligible for paid holidays based on school calendar and work year
- 10/11-month ESP employees working 30 or more hours per week are eligible for paid holidays based on school calendar and work year

13. Illinois Municipal Retirement Fund (IMRF) – Employees working 600 or more hours per year contribute 4.5% of gross earnings and CUSD 95 makes a contribution as well

14. Tax Sheltered Retirement Investment Plan (403B Plan) – Employees have the option of participating, through payroll deductions, in a tax sheltered retirement annuity or mutual fund company approved by CUSD 95