



Exempt Support Staff Employee Benefits Summary
Information is effective 8/1/2025 – 7/31/2026 and is subject to change

- 1. Health Insurance**
 - PPO, HDHP PPO or HMO medical plan available to choose from
 - Single coverage will be paid in full by CUSD 95
 - Contribution by CUSD 95 toward family coverage 2025/26 School Term \$384.60 monthly
- 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**
 - \$35,000 term life insurance policy for employees with less than 6 years service
 - \$50,000 term life insurance policy for employees with 6-15 years of service
 - \$75,000 term life insurance policy for employees with 16-25 years of service
 - \$100,00 term life insurance policy for employees with 26+ year of service
- 5. Long Term Disability Insurance** – Benefit providing the lesser of 60% basic monthly earnings or \$6,000 per month.
- 6. 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.
- 7. Health Savings Plan** – A tax sheltered plan that is available for those enrolled in the HDHP. A monthly fee may be associated with participation in the plan.
- 8. AFLAC** – Optional plan at employee's expense
- 9. Voluntary Term Life and AD&D Insurance** – Supplemental Insurance at employee's expense
- 10. NCPERS** - Voluntary Decreasing Term Life Insurance at employee's expense
- 11. Sick Days** –
Newly hired employees' time is prorated based on months worked
To be used for illness – medical/dental needs – Not for personal time off
 - 11 sick days per year for 0-5 years of service
 - 13 sick days per year for 6-10 years of service
 - 15 sick days per year for 11+ years of service
- 12. Personal Days – Consecutive Years of Service**
Newly hired employees' time is prorated based on months worked
 - 2 Personal Days per year for 0-8 years of service
 - 3 Personal Days per year for 8+ years of service
- 13. Vacation Days** (based on length of service for a fiscal year (July 1 through June 30) and not on the anniversary date)
 - Newly hired employees are allowed vacation time on a prorated basis for the number of months worked through June 30th after satisfying a ninety (90) day waiting period. The proration is based on a maximum of ten (10) days allowed and will be rounded to the nearest half day. For example, an employee that works five months prior to June 30th is eligible for 5/12ths of the total allotment of ten (10) days for a prorated amount of 4 days until June 30th.
 - On July 1st, employees with five (5) years or less of service will be granted ten (10) days of vacation for use that fiscal year.
 - See Employee Handbook for additional information
- 14. Holidays** – Paid Holidays based on school calendar and work year
- 15. Illinois Municipal Retirement Fund (IMRF)** – For employees working 600 or more hours per year that do not hold teaching certificates issued by the Illinois State Board of Education. Employee contributes 4.5% of gross earnings and the CUSD 95 contributes the remainder
- 16. 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.
- 17. Tuition Reimbursement** – Approved professional development and coursework will be reimbursed at a maximum rate of \$200 per credit hour or equivalent. Pre-approval of coursework is required. See ESP Handbook for details.