



Northbrook | Glenview School District 30

Maple | Wescott | Willowbrook

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Northbrook, Illinois 60062

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Benefit Summary Educational Support Personnel (ESP)

Health Insurance

The district offers medical insurance plans administered by Blue Cross Blue Shield of Illinois. The monthly premiums for full time employees have been established as follows:

Medical Insurance Monthly Premiums July 1, 2026 to June 30, 2027						
	12 Month Schedule			10 Month Schedule		
	Employee	District	Total	Employee	District	Total
Single PPO Plan	\$158.77	\$1,428.97	\$1,587.74	\$190.53	\$1,714.76	\$1,905.29
Family PPO Plan	\$1,714.32	\$2,466.96	\$4,181.28	\$2,057.19	\$2,960.35	\$5,017.54
Single HMO Illinois	\$113.69	\$1,023.20	\$1,136.89	\$136.43	\$1,227.84	\$1,364.27
Family HMO Illinois	\$1,197.51	\$1,723.25	\$2,920.76	\$1,437.01	\$2,067.90	\$3,504.91
Single Blue Advantage HMO	\$110.28	\$992.51	\$1,102.79	\$132.33	\$1,191.01	\$1,323.35
Family Blue Advantage HMO	\$1,161.58	\$1,671.55	\$2,833.13	\$1,393.90	\$2,005.86	\$3,399.76

Employees are offered two voluntary dental plans with Guardian Dental. As the district does not contribute toward the dental plans, the monthly premiums are as follows:

Dental Insurance Monthly Premiums July 1, 2026 to June 30, 2027							
12 Month Schedule				10 Month Schedule			
	Employee		Employee		Employee		Employee
Single PPO	\$47.09	Single DHMO	\$22.19	Single PPO	\$56.51	Single DHMO	\$26.63
Single+1 PPO	\$92.86	Single+1 DHMO	\$43.14	Single+1 PPO	\$111.43	Single+1 DHMO	\$51.77
Family PPO	\$142.66	Family DHMO	\$56.94	Family PPO	\$171.19	Family DHMO	\$68.33

Note: Premiums paid over the 10 month schedule cover medical and dental insurance over summer break.

Life/AD&D/Long-Term Disability Insurance

Full time employees are provided with \$50,000 of life and accidental death & dismemberment (AD&D) insurance coverage. Likewise, full time employees are provided a group long-term disability insurance policy. Coverage is subject to the eligibility requirements of the insurance carrier.

Retirement Plans

School districts in Illinois and their employees are mandated to contribute to a retirement benefit plan, Illinois Municipal Retirement Fund, while employed. In addition, the district offers the opportunity to save for retirement by participating in a 403(b)/457(b) retirement plan administered by The OMNI Group.

Flexible Spending Account

Through WEX Benefits, employees are offered the opportunity to set aside pre-tax dollars to pay for out-of-pocket expenses not covered by insurance by enrolling in a Medical Flexible Spending Account and/or Dependent Care Flexible Spending Account.

Paid Time Off

New ESP working on a 10-month calendar are eligible for 11 sick days and 3 personal days per year. Likewise, employees working a 12-month calendar are eligible for 15 sick days, 4 personal days, 10 vacation days, and 16 paid holidays. After one year of employment, employees may use additional sick days in accordance with the district's catastrophic leave.

4-13-2026