



# PLEASANT HILL CUSD #3

## NON-CERTIFIED BENEFIT SUMMARY SHEET

BENEFIT	DESCRIPTION
<b>Medical Insurance</b> Western Area School Health Benefit Plan	Consociate Health / Aetna (9-12 month full time employees only) \$5,000 per person deductible*, \$10,000 per family deductible \$10,000 out of pocket max/person, \$20,000 max/family <i>*HRA plan pays from \$1,851 to \$5,000 of deductible</i>
<b>Dental Insurance</b>	Optional dental insurance for employees who have health coverage \$50 deductible \$500 max/calendar year
<b>Vision Insurance</b> (co-pays are not included)	Optional vision insurance for employees who have health coverage No deductible for exams, \$250 every 2/yr for glasses/contacts
<b>Prescription Service</b>	Serve You Rx - prescriptions mailed directly to your front door
<b>Group Life Insurance</b>	District paid group life insurance of \$10,000 for all active full time
<b>Voluntary Life Insurance</b>	Optional life insurance for employee, spouse (up to \$35,000) and children (\$10,000 each) at employee cost
<b>Aflac</b>	Supplemental accidental, cancer, disability policies at employee cost
<b>AirEvac</b>	Employee deduction offered at time of hire and open enrollment 1 year \$75, 3 year \$195, 5 year \$295, 10 year \$585
<b>Illinois Municipal Retirement Voluntary Life (NCPERS)</b>	Voluntary additional whole life insurance at employee cost
<b>Washington National</b>	Supplemental health and life insurance offered online or visit from representative at employee cost
<b>Illinois Municipal Retirement Fund (IMRF)</b>	Mandatory 4.5% employee share, board paid retirement at yearly IMRF computation; Tier I (8 years vested), Tier II (10 years vested)
<b>Educational Assistance Program</b>	\$300 reimbursement for degree courses each fiscal year
<b>Paid Time Off</b>	14 paid holidays, 2-1/2 months during the summer (9 month employees) two week Christmas break (9 month & office staff only)
<b>Paid Personal / Sick leave</b>	5 personal days per year (unused days rolled into sick leave) 11 sick leave days per year (9 month employees), 14 days per year (12 month employees)
<b>Paid Vacation</b>	0-3 years (5 days), 4-10 years (10 days), 11-20 years (15 days) 21+ years, (20 days) - 12 month employees only
<b>Bi-Monthly payrolls</b>	24 pays during the calendar year (10th and 25th each month)
<b>Pay Scale</b>	Years of experience and education will determine wage no less than IL Dept. of Labor minimum wage law up to \$18/hour