



NON-REPRESENTED LICENSED STAFF BENEFIT SUMMARY

(Building Assistants Supervisor & Multilingual Learner Supervisor)

BENEFITS OFFERED	LICENSED STAFF
Sick Leave	0-4 years 10 days 5-9 years 12 days 10-23 years 13 days 24+ years 14 days <i>*Days prorated for mid-year hires</i>
Personal Business	2 days
Mileage reimbursement	Limited to IRS rate per mile
Pension System	TRS 9% mandatory contribution THIS 0.90% mandatory contribution
Medical Insurance	Single PPO & HMO 100% BOE paid Dependent PPO 30% BOE paid Dependent HMO 50% BOE paid
Dental Insurance	Single coverage 100% BOE paid Dependent coverage 0% BOE paid
Vision Insurance	Voluntary at Employee expense
Basic Term Life Insurance 1 X Salary	100% BOE paid premium <i>* Employee pays tax on premium over \$50k</i>
Flexible Spending	Voluntary at Employee expense <i>* \$500 BOE contribution in lieu of Medical Insurance</i>
Additional AD&D and Life	Voluntary at Employee expense
Long Term Disability Insurance	100% coverage BOE paid
Employee Assistance Program	100% coverage BOE paid
Retirement savings plan options <ul style="list-style-type: none"> • TRS SSP • IMRF VAC (OT/PT ONLY) • 403(b)/457(b) Tax-sheltered • 403(b)/ 457(b) ROTH 	Voluntary at Employee expense
Professional Development	\$2,000 BOE Annual Reimbursement
Retirement Incentive	See HEA 2020-2025 contract, Article XVII Retirement page 16

BOE = Board of Education

Dependent rate = Family rate less Single rate

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