



Wages

Wages - per Negotiated Agreement

- Special Education PA starting salary \$13.39-\$18.39/hour



ESPA Total Compensation

Community Consolidated School District 15



Insurance

- 100% Single Coverage* Medical, Dental, and Vision
 - 50% Family Coverage* Medical and Dental
 - \$50,000 Life Insurance
 - Flexible Spending Accounts – Health and Dependent Care (effective after Day 60)
- *Paid premiums up to \$18,709.32, effective Day 1



Retirement

IMRF Board Contribution: 8.84%



Leave Benefits

Sick*

- 12-Month: 12 Days/year
- 11-Month: 11 Days/year
- 10-Month: 10 Days/year

*15 days annually after 89 accumulated. Upon separation, all unused sick leave is reported to IMRF as additional service credit.

Personal

- All: 3 Days/year

Vacation (12-Month Employees)

- Years 2-4: 10 Days/year
- Years 5-9: 15 Days/year
- Years 10+: 20 Days/year

Additional Leave

- 12-Month: 10 Holidays/year, 9 Summer Fridays, & Juneteenth (when applicable)
- 10/11-Month: 9 Holidays/year



Other Benefits

Provided

- Employee Assistance Program
- Travel Assistance
- Identify Theft Protection
- Fitness Program
- Wellness Program
- Unpaid leave for completion of student teaching
- Mileage reimbursement (as required by assignment)

Optional (Employee Paid)

- Additional IMRF contributions (up to 10%)
- 403(b), Roth 403(b), 457(b) Plans
- Additional Life Insurance, up to:
 - \$500K for employee
 - \$250K for spouse
 - \$10K per child
- Long-Term Care Insurance



Work Schedule

- 12 Month Secretary: 260 Days
- 11 Month Secretary: 227 Days
- 10 Month Secretary: 215 Days
- 10 Month Secretary School Nutrition Services: 190 Days
- Office Clericals: 194 Days
- Building Program Assistant & LRC Clerical: Equal to school year for students
- Registered Nurses: Equal to school year for students plus 9 days
- Sign Language Interpreters: Equal to school year for students



CTC Total Compensation

Community Consolidated School District 15



Work Schedule

- 184 Days
- New Teacher Orientation - up to 10 days



Leave Benefits

Sick*

- 12 days/year
- *15 days/year after 89 accumulated
- *24 days/year after 170 accumulated

Personal

- 3 days per year
 - 2 days if hired after 12/1
 - 1 day if hired after 3/1
- Unused days added to accumulated sick leave

Other Leave

- Religious - up to 3 sick days
- Bereavement - up to 4 days
- Birth/Adoption
- FMLA
- Sabbatical
- Unpaid LOA



Wages

Salary per Negotiated Agreement

- Yearly Stipends
 - National Board Certification - \$2,500
 - Bilingual & Doctoral - \$2,500 (Tier 1) & \$5,000 (Tier 2)
 - Mentoring ~\$700-\$1500
 - Coaching ~\$4,000
 - Choir/Band/Orchestra ~\$4,000
 - Play/Musical ~\$4,000
 - Clubs ~\$900



Insurance

- 100% Single Coverage* Medical, Dental, and Vision
 - 50% Family Coverage* Medical and Dental
 - Life Insurance \$70K (Psychs & SLPs), \$50K (all others)
 - Flexible Spending Accounts** Health and Dependent Care
 - Long-Term Disability Insurance
- *Paid premiums up to \$18,709.32, effective Day 1 | **Effective Day 60



Other Benefits

Provided

- Tuition Reimbursement
 - \$1,500/yr (Tier 1)
 - \$3,000/yr (Tier 2)
- Job Share Opportunities
- Employee Assistance Program
- Travel Assistance
- Identity Theft Protection
- Fitness & Wellness Programs
- Mileage reimbursement (as required by assignment)

Optional (Employee Paid)

- 403(b), Roth 403(b), 457(b) Plans
- Additional Life Insurance, up to:
 - \$500K for employee
 - \$250K for spouse
 - \$10K per child



Retirement

- TRS Board Contribution: 0.58%
- RIOP Incentive Plan



TIE Total Compensation

Community Consolidated School District 15



Work Schedule

- 184 Days
- New Teacher Orientation - up to 10 days



Wages

Salary per Negotiated Agreement

- Stipends:
 - National Board - \$2,000
 - Lead Therapist - \$2,500



Retirement

IMRF Board
Contribution: 8.84%



Leave Benefits

Sick*

- 12 days/year
- *15 days/year after 89 accumulated

Personal

- 3 days per year
- Unused days added to accumulated sick leave

Other Leaves

- Bereavement
- Birth/Adoption
- FMLA
- Unpaid LOA



Insurance

- 100% Single Coverage* Medical, Dental, and Vision
- 50% Family Coverage* Medical and Dental
- Life Insurance \$50,000
- Flexible Spending Accounts** Health and Dependent Care (effective day 60)
- Long-Term Disability Insurance

*Paid premiums up to \$18,709.32, effective day 1



Other Benefits

Provided

- Professional Growth reimbursement, up to \$1,500 annually for approved courses, conferences, or workshops
- Employee Assistance Program
- Travel Assistance
- Identify Theft Protection
- Fitness & Wellness Programs
- Mileage reimbursement (as required by assignment)

Optional (Employee Paid)

- 403(b), Roth 403(b), 457(b) Plans
- Additional Life Insurance, up to:
 - \$500K for employee
 - \$250K for spouse,
 - \$10K per child
- Long-Term Care Insurance
- Whole Life Insurance



DTU Total Compensation

Community Consolidated School District 15



174 Days



2021-22

- Drivers: \$20.42/hour
- Aides: \$16.25/hour



IMRF Board Contribution:
8.84%



- 100% Single Coverage* - Medical, Dental, and Vision
- 50% Family Coverage* - Medical and Dental
- Life Insurance \$50,000
- Flexible Spending Accounts - Health and Dependent Care (effective day 60)
- Long-Term Disability Insurance

*Paid premiums up to \$18,709.32, effective 60 days after first successful solo run.



Sick*

- 10 days/year

*15 days annually after 89 accumulated. Upon separation, all unused sick leave is reported to IMRF as additional service credit.

Personal

- 3 days/year

Holidays

- 9 days/year



Provided

- Employee Assistance Program
- Travel Assistance
- Identity Theft Protection
- Fitness Programs
- Wellness Programs

Optional (Employee Paid)

- Additional IMRF contributions (up to 10%)
- 403(b), Roth 403(b), 457(b) Plans
- Additional Life Insurance, up to:
 - \$500K for employee
 - \$250K for spouse,
 - \$10K per child
- Long-Term Care Insurance



SEIU Total Compensation

Community Consolidated School District 15



**Work
Schedule**

260 Days



Insurance

- 100% Single Coverage* - Medical, Dental, and Vision**
- 50% Family Coverage* - Medical and Dental**
- Life Insurance \$50,000*
- Flexible Spending Accounts* - Health and Dependent Care
- Long-Term Disability Insurance***

*Effective 60 days after start date

Paid premiums up to **\$18,709.32

***Begins 180 days after disability, provides income equal to 60 percent of pre-disability monthly earnings



Wages

Custodians:

- Hourly rate per Negotiated Agreement

Others:

- Base Salary* per Negotiated Agreement
 - *Stipend based on trade certification



Retirement

- IMRF Board Contribution: 8.84%



**Leave
Benefits**

Sick*

- 12 days/year

*15 days annually after 89 accumulated.

Upon separation, all unused sick leave is reported to IMRF as additional service credit.

Personal

- 3 days/year

Holidays

- 10 days/year

Vacation

- Years 2-4: 10 Days/year
- Years 5-9: 15 Days/year
- Years 10+: 20 Days/year (5 day carryover)



**Other
Benefits**

Provided

- Tuition Reimbursement: up to \$1,500/year, as approved
- Employee Assistance Program
- Travel Assistance
- Identify Theft Protection
- Fitness & Wellness Programs
- Retirement Incentive for Unused Sick Leave (up to 90 days)

Optional (Employee Paid)

- Additional IMRF contributions (up to 10%)
- 403(b), Roth 403(b), 457(b) Plans
- Additional Life Insurance, up to:
 - \$500K for employee
 - \$250K for spouse,
 - \$10K per child
- Long-Term Care Insurance