



# Ball-Chatham Schools EMPLOYEE BENEFITS SUMMARY

BENEFIT				Who is Eligible*	When Eligible	Who Pays
Medical – UnitedHealthcare 4 different health plan types to choose from: PPO, HMO, and HSA at employee, employee + spouse, employee + child(ren) or family tiers (see page 3 for premiums)				FT employee	1 <sup>st</sup> active day	Ball-Chatham/Employee split
Dental, Vision, Short-Term Disability – GUARDIAN see page 2 for premium list				FT employee	1 <sup>st</sup> active day	Employee
Basic Life Insurance – GUARDIAN \$25,000 policy* for non-administrative level non-certified (ESP) employees \$30,000 policy* for non-administrative, certified employees *Sliding scale decrease by age				FT employee	1 <sup>st</sup> active day	Ball-Chatham
Voluntary Term Life Insurance – GUARDIAN \$10,000 employee increments; \$5,000 spousal increments up to ½ the employee amount; \$1,000, \$5,000, or \$10,000 plans for children** (**1 premium covers all eligible children in amount chosen)				FT employee	1 <sup>st</sup> active day	Employee
Flexible Spending Account: Health and Dependent Care – AMERICAN CENTRAL INSURANCE Health care FSAs are pretax monies set aside through payroll deduction to be used for out-of-pocket medical and pharmacy expenses, deductibles, and co-insurance payments. Dependent care FSAs cover only daycare expenses.				FT employee	1 <sup>st</sup> active day	Employee
Retirement: Non-Certified Staff & Administration – ILLINOIS MUNICIPAL RETIREMENT FUND (IMRF) Enrollment in IMRF is required. Employees may also add Voluntary Additional contributions not to exceed 10% of their normal wage.				Employees working 600+ hours per year	1 <sup>st</sup> active day	Employee = 4.5% Ball-Chatham = 9.82%
Retirement: Certified Staff & Administration – TEACHERS’ RETIREMENT SYSTEM OF IL Enrollment in TRS is required.				Certified employees	1 <sup>st</sup> active day	Ball-Chatham = 9.0%
Retirement: 403(b) option Employees may establish a 403(b) to enhance their retirement portfolio. 403(b) plan types include annuities and mutual funds through providers such as MetLife, VALIC, and Horace Mann.				ALL employees	1 <sup>st</sup> active day	Employee
Paid Time Off: Sick, Personal Days						
Non-Certified Staff (ESP and non-administrative)				Certified Staff (non-administrative)		
# Days worked / Year	Sick Days / Year	Personal Days / Year	TRS Years of Service*	Sick Days / Year		Personal Days / Year
260*	13	2	1 – 10	10		2
220 – 259	12	2	11 – 20	12		2
200 – 219	11	2	21+	18		2
Up to 199	10	2	*Please confirm TRS years of service with HR, if applicable			
*21+ years of service receives an add'l 2 days *260-day (12-month) staff are also eligible for vacation time.						
Sick Bank Employees may contribute 1 day of their sick time to their respective sick bank upon hire. Additional contributions only occur on an as-needed basis.				PTO-qualified employees	1 <sup>st</sup> active day	N/A
Tuition Reimbursement Eligible employees may qualify for tuition reimbursement of up to \$200 per credit hour, up to a maximum of 8 credit hours per school year, towards a second Master’s Degree, EdD or PhD in accordance with the BCEA collective bargaining agreement				Certified and BCESPA employees	Upon enrollment in a Master’s Program (first Master’s only)	\$200 per credit hour
Perfect Attendance Employees who use no sick leave, personal leave, unpaid time off, or suspension during their scheduled calendar quarter are eligible to receive a perfect attendance award of \$250/quarter				Certified and BCESPA employees	Completion of annual work day calendar quarter	Ball-Chatham



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## Mentor Program

*New employees will be assigned a mentor, who will be charged with assisting in acclimating to the Ball-Chatham climate, providing an opportunity for collaboration and unity*

Certified  
employees

1<sup>st</sup> active day

N/A

## BENEFIT

Who is  
Eligible\*

When  
Eligible

Who Pays

### Employee Assistance Program (EAP)

*Individuals are welcome to take advantage of the Employee Assistance Programs offered by Guardian and Memorial Employee Assistance Services*

ALL employees

1<sup>st</sup> active day

Employee – 1<sup>st</sup> 3  
in-person  
appointments free  
with unlimited  
telephone services

### Fitness Memberships & Discounts

*Employees of Ball-Chatham are eligible for discounted programming & services through corporate partnerships. United HealthCare also offers discounted membership pricing to those enrolled in one of the health plans.*

Corp.  
Partnerships:  
ALL employees  
United  
HealthCare:  
covered  
employees in  
health plans

1<sup>st</sup> active day

Employee

### Holidays

*Ball-Chatham employees do not work observed holidays as outlined in Illinois School Code.*

*260-day (12-month) employees do not work, but are paid, for those holidays.*

ALL employees

N/A

N/A



# Ball-Chatham Schools EMPLOYEE BENEFITS SUMMARY

November 1, 2022 through October 31 2023

	<u>Actual Monthly Rate</u>	<u>Board \$\$\$\$\$</u>	<u>Per Month</u>	<u>Per Pay (26)</u>	<u>Per pay (21)</u>
<b>Core PPO 500</b>					
Single	\$ 835.79	732	\$ 103.79	\$ 51.90	\$ 62.28
Employee + Spouse	\$ 1,206.04	732	\$ 474.04	\$ 237.02	\$ 284.42
Employee + Child(ren)	\$ 1,134.17	732	\$ 402.17	\$ 201.09	\$ 241.30
Family	\$ 1,776.88	732	\$ 1,044.88	\$ 522.44	\$ 626.93
<b>Core 2000</b>					
Single	\$ 775.66	732	\$ 43.66	\$ 21.83	\$ 26.20
Employee + Spouse	\$ 1,119.27	732	\$ 387.27	\$ 193.64	\$ 232.36
Employee + Child(ren)	\$ 1,052.57	732	\$ 320.57	\$ 160.29	\$ 192.34
Family	\$ 1,649.04	732	\$ 917.04	\$ 458.52	\$ 550.22
<b>Core 0</b>					
Single	\$ 896.51	732	\$ 164.51	\$ 80.76	\$ 96.91
Employee + Spouse	\$ 1,289.33	732	\$ 557.33	\$ 278.67	\$ 334.40
Employee + Child(ren)	\$ 1,212.49	732	\$ 480.49	\$ 240.25	\$ 288.29
Family	\$ 1,899.58	732	\$ 1,167.58	\$ 583.79	\$ 700.55
<b>H.S.A</b>					
Single	\$ 804.77	732	\$ 72.77	\$ 36.39	\$ 43.66
Employee + Spouse	\$ 1,161.27	732	\$ 429.27	\$ 214.64	\$ 257.56
Employee + Child(ren)	\$ 1,092.08	732	\$ 360.08	\$ 180.04	\$ 216.05
Family	\$ 1,710.93	732	\$ 978.93	\$ 489.47	\$ 587.36



# Ball-Chatham Schools EMPLOYEE BENEFITS SUMMARY

## Dental

Single	\$	43.68	0	\$	43.68	\$	21.84	\$	26.21
Employee + Spouse	\$	87.33	0	\$	87.33	\$	43.67	\$	52.40
Employee + Child(ren)	\$	93.47	0	\$	93.47	\$	46.74	\$	56.08
Family	\$	143.77	0	\$	143.77	\$	71.89	\$	86.26

## Vision

Single	\$	6.23	0	\$	6.23	\$	3.12	\$	3.74
Employee + Spouse	\$	12.47	0	\$	12.47	\$	6.24	\$	7.48
Employee + Child(ren)	\$	13.72	0	\$	13.72	\$	6.86	\$	8.23
Family	\$	19.94	0	\$	19.94	\$	9.97	\$	11.96