

**SWCCCASE BENEFITS PACKAGE FOR 2010-2011  
PARAPROFESSIONAL STAFF**

**TENTATIVE - Subject to New Union Contract**

<b>Salary</b> -annual salary paid 15th & last day of each month (24 pays spread between 9/15 & 8/31)	Salary schedule (based on 0-30-60-90 college credit hours (documented by official transcripts) or Bachelor Degree and Type 39 certificate (minus normal deductions as required by law)
<b>Sick days</b>	10 accrued per year - accrued see union contract
<b>Personal days</b>	2 per year
<b>Holidays</b>	School holidays of district of assignment
<b>*IMRF Pension Fund</b>	4.5% of gross per pay. Vested for retirement after 8 yrs.
<b>Life Insurance</b> - \$15,000	no cost to employee
<b>Health/Dental Insurance</b>  Blue Cross/Blue Shield (takes effect first day of work upon receipt of completed/signed enrollment form) Must be received within 15 days of start date in the Business Office. <b>Costs shown are per pay</b>  <b>NOTE: Insurance enrollment forms must be submitted within 15 days of your start date. If you do not need insurance benefits a waiver form must be completed, signed and submitted within 15 days of start date in order to receive the waiver benefit.</b>	<p><b>HMO BLUE ADVANTAGE:</b></p> <p><b>HMO BA</b> Single Medical/No Dental \$0  <b>HMO BA</b> Single Medical/Single Dental \$15.10(1-5 Years)  <b>HMO BA</b> Single Medical/Single Dental \$15.10 (6+ Years)  <b>HMO BA</b> Single Medical/Family Dental \$21.72 (1-5 Years)  <b>HMO BA</b> Single Medical/Family Dental \$21.72 (6 + Years)  <b>HMO BA</b> Family Medical/Single Dental \$236.24 (1-5 Years)  <b>HMO BA</b> Family Medical/Single Dental \$125.67 (6 + Years)  <b>HMO BA</b> Family Medical/Family Dental \$242.86(1-5 Years)  <b>HMO BA</b> Family Medical/Family Dental \$132.29(6 + Years)  <b>HMO BA</b> Family Medical/No Dental \$221.14 (1-5 Years)  <b>HMO BA</b> Family Medical/No Dental \$110.57 (6 + Years)  <b>No Medical/Single Dental \$0.00/No Medical/Family Dental \$0.00</b>  <b>HMO</b> Single Medical/No Dental \$41.10(1-5 Years)  <b>HMO</b> Single Medical/No Dental \$41.10 (6+ Years)  <b>HMO</b> Single Medical/Single Dental \$56.20 (1-5 Years)  <b>HMO</b> Single Medical/Single Dental \$56.20 (6+ Years)  <b>HMO</b> Family Medical/Family Dental \$303.98 (1-5 Years)  <b>HMO</b> Family Medical/Family Dental \$186.15(6 + Years)  <b>HMO</b> Single Medical/Family Dental \$62.82 (1-5 Years)  <b>HMO</b> Single Medical/Family Dental \$62.82 (6 + Years)  <b>HMO</b> Family Medical/Single Dental \$297.36 (1-5 Years)  <b>HMO</b> Family Medical/Single Dental \$179.53 (6 + Years)  <b>HMO</b> Family Medical/No Dental \$282.26 (1-5 Years)  <b>HMO</b> Family Medical/No Dental \$164.43 (6 + Years)  <b>No Medical/Single Dental \$0.00/No Medical/Family Dental \$0.00</b></p> <p><b>PPO</b> Single Medical/No Dental \$73.63  <b>PPO</b> Single Medical/Single Dental \$88.73  <b>PPO</b> Family Medical/Family Dental \$453.73 (1-5 Years)  <b>PPO</b> Family Medical/Family Dental \$218.09 (6 + Years)  <b>PPO</b> Single Medical/Family Dental \$95.35 (1-5 Years)  <b>PPO</b> Single Medical/Family Dental \$95.35 (6+ Years)  <b>PPO</b> Family Medical/Single Dental \$447.11 (1-5 Years)  <b>PPO</b> Family Medical/Single Dental \$211.47 (6 + Years)  <b>PPO</b> Family Medical/No Dental \$432.01 (1-5 Years)  <b>PPO</b> Family Medical/No Dental \$196.37 (6+ Years)  <b>No Medical/Single Dental \$0.00; No Medical/Family Dental \$0.00</b></p> <p><b>ABOVE INSURANCE RATES ARE PER PAY</b>  2010-2011 \$1,000 if health and dental are waived; paid at the end of the school year - May 31st paycheck.</p>
<b>Insurance Waiver</b> - must be received within 15 days of start date in the Business Office	
<b>*AFT Local 943 - Professional union dues</b> (no deductions during July and August)	For those earning less than \$39,372 dues are 16.00 per pay and 28.00 for those making \$39,372 or more.
<b>Direct Deposit</b>	Requires a deposit account. Contact payroll department.
<b>Tuition Reimbursement</b> (per contract)	Amount per hour determined each school year; up to 12 credit hours per year preapproved by supervisor.
<b>Conferences and Professional Development</b>	As approved by supervisor
<b>Tax Deferred Annuities</b> (403B plans)	Refer to www.swcccase.org for approved annuities list
<b>Credit Union</b> - Flossmoor, Illiana and Tinley Park	At the employee's request - contact payroll department
<b>*required deductions</b>	