

**SWCCCASE BENEFITS PACKAGE FOR 2009-2010  
PARAPROFESSIONAL STAFF**

<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
<p><b>Health/Dental Insurance</b></p> <p>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.</p> <p><b>Costs shown are per pay</b></p> <p><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>	<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 \$14.82(1-5 Years)  <b>HMO BA</b> Single Medical/Single Dental \$14.82 (6+ Years)  <b>HMO BA</b> SingleMedical/Family Dental \$21.32 (1-5 Years)  <b>HMO BA</b> Single Medical/Family Dental \$21.32 (6 + Years)  <b>HMO BA</b> Family Medical/Single Dental \$225.23 (1-5 Years)  <b>HMO BA</b> Family Medical/Single Dental \$120.02 (6 + Years)  <b>HMO BA</b> Family Medical/Family Dental \$231.73(1-5 Years)  <b>HMO BA</b> Family Medical/Family Dental \$126.52(6 + Years)  <b>HMO BA</b> Family Medical/No Dental \$210.41 (1-5 Years)  <b>HMO BA</b> Family Medical/No Dental \$105.21 (6 + Years)  <b>No Medical/Single Dental \$0.00/No Medical/Family Dental \$0.00</b>  <b>HMO</b> Single Medical/No Dental \$35.06 (1-5 Years)  <b>HMO</b> Single Medical/No Dental \$35.06 (6+ Years)  <b>HMO</b> Single Medical/Single Dental \$49.88 (1-5 Years)  <b>HMO</b> Single Medical/Single Dental \$49.88 (6+ Years)  <b>HMO</b> Family Medical/Family Dental \$288.83 (1-5 Years)  <b>HMO</b> Family Medical/Family Dental \$171.00 (6 + Years)  <b>HMO</b> Single Medical/Family Dental \$56.38 (1-5 Years)  <b>HMO</b> Single Medical/Family Dental \$56.38 (6 + Years)  <b>HMO</b> Family Medical/Single Dental \$282.33 (1-5 Years)  <b>HMO</b> Family Medical/Single Dental \$164.50 (6 + Years)  <b>HMO</b> Family Medical/No Dental \$267.52 (1-5 Years)  <b>HMO</b> Family Medical/No Dental \$149.68 (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 \$71.28  <b>PPO</b> Single Medical/Single Dental \$86.10  <b>PPO</b> Family Medical/Family Dental \$439.53 (1-5 Years)  <b>PPO</b> Family Medical/Family Dental \$211.41 (6 + Years)  <b>PPO</b> Single Medical/Family Dental \$92.60 (1-5 Years)  <b>PPO</b> Single Medical/Family Dental \$92.60 (6+ Years)  <b>PPO</b> Family Medical/Single Dental \$433.03 (1-5 Years)  <b>PPO</b> Family Medical/Single Dental \$204.91 (6 + Years)  <b>PPO</b> Family Medical/No Dental \$418.21 (1-5 Years)  <b>PPO</b> Family Medical/No Dental \$190.10 (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>  2009-2010 \$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>	Approximately 14.49 per pay. No deductions during summer pays. (Tentative dues for 09-10)
<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>	