

**SWCCCASE BENEFITS PACKAGE FOR 2011-2012
PARAPROFESSIONAL STAFF**

Salary -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)
Sick days	10 accrued per year - accrued see union contract
Personal days	2 per year
Holidays	School holidays of district of assignment
*IMRF Pension Fund	4.5% of gross per pay. Vested for retirement after 8 yrs.
Life Insurance - \$15,000	no cost to employee
Health/Dental Insurance 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. Costs shown are per pay NOTE: 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.	<p>HMO BLUE ADVANTAGE:</p> <p>HMO BA Single Medical/No Dental \$0 HMO BA Single Medical/Single Dental \$14.72(1-5 Years) HMO BA Single Medical/Single Dental \$14.72 (6+ Years) HMO BA Single Medical/Family Dental \$21.18 (1-5 Years) HMO BA Single Medical/Family Dental \$21.18 (6 + Years) HMO BA Family Medical/Single Dental \$264.61 (1-5 Years) HMO BA Family Medical/Single Dental \$139.67(6 + Years) HMO BA Family Medical/Family Dental \$271.07(1-5 Years) HMO BA Family Medical/Family Dental \$146.12(6 + Years) HMO BA Family Medical/No Dental \$249.89 (1-5 Years) HMO BA Family Medical/No Dental \$124.94 (6+Years) No Medical/Single Dental \$0.00/No Medical/Family Dental \$0.00 HMO Single Medical/No Dental \$57.54(1-5 Years) HMO Single Medical/No Dental \$57.54 (6+ Years) HMO Single Medical/Single Dental \$72.26 (1-5 Years) HMO Single Medical/Single Dental \$72.26 (6+ Years) HMO Family Medical/Family Dental \$343.55 (1-5 Years) HMO Family Medical/Family Dental \$225.72(6 + Years) HMO Single Medical/Family Dental \$78.72 (1-5 Years) HMO Single Medical/Family Dental \$78.72 (6 + Years) HMO Family Medical/Single Dental \$337.09(1-5 Years) HMO Family Medical/Single Dental \$219.26(6 + Years) HMO Family Medical/No Dental \$322.37 (1-5 Years) HMO Family Medical/No Dental \$204.54 (6 + Years) No Medical/Single Dental \$0.00/No Medical/Family Dental \$0.00</p> <p>PPO Single Medical/No Dental \$86.42 PPO Single Medical/Single Dental \$101.15 PPO Family Medical/Family Dental \$480.49 (1-5 Years) PPO Family Medical/Family Dental \$244.84 (6 + Years) PPO Single Medical/Family Dental \$107.60 (1-5 Years) PPO Single Medical/Family Dental \$107.60 (6+ Years) PPO Family Medical/Single Dental \$474.03(1-5 Years) PPO Family Medical/Single Dental \$238.39(6 + Years) PPO Family Medical/No Dental \$459.31 (1-5 Years) PPO Family Medical/No Dental \$223.66(6+ Years) No Medical/Single Dental \$0.00; No Medical/Family Dental \$0.00</p> <p>ABOVE INSURANCE RATES ARE PER PAY 2011-2012 \$1,000 if health and dental are waived; paid at the end of the school year - May 31st paycheck.</p>
Insurance Waiver - must be received within 15 days of start date in the Business Office	
*AFT Local 943 - Professional union dues (no deductions during July and August)	For those earning less than \$39,372 dues are 16.29 per pay & 29.16 for those making \$39,372 or more. Tentative Rates as per Union.
Direct Deposit	Requires a deposit account. Contact payroll department.
Tuition Reimbursement (per contract)	Amount per hour determined each school year; up to 12 credit hours per year preapproved by supervisor.
Conferences and Professional Development	As approved by supervisor
Tax Deferred Annuities (403B plans)	Refer to www.swcccase.org for approved annuities list
Credit Union - Flossmoor, Illiana and Tinley Park	At the employee's request - contact payroll department
*required deductions	