

**SWCCCASE 2011-2012 BENEFITS PACKAGE
PROFESSIONAL STAFF**

Salary - annual salary, paid 15 & last day of each month (24 pays spread from 9/15-8/31)	Salary schedule (based on college credit hours documented by <u>official</u> transcripts) minus normal deductions as are required by law
Sick days	as per union contract
Personal days	2 per year
Holidays	School holidays of district of assignment
*TRS Pension Fund	10.28% of gross per pay - includes THIS contribution (tentative rate)
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.	HMO BLUE ADVANTAGE: HMO BA Single Medical/No Dental \$0 HMO BA Single Medical/Single Dental \$14.72 HMO BA Single Medical/Family Dental \$21.18 HMO BA Family Medical/No Dental \$124.94 HMO BA Family Medical/Single Dental \$139.67 HMO BA Family Medical/Family Dental \$146.12 No Medical/Single Dental \$0.00 HMO Single Medical/No Dental \$57.54 HMO Single Medical/Single Dental \$72.26 HMO Single Medical/Family Dental \$78.72 HMO Family Medical/No Dental \$204.54 HMO Family Medical/Single Dental \$219.26 HMO Family Medical/Family Dental \$225.72 No Medical/Single Dental \$0.00 PPO Single Medical/No Dental \$86.42 PPO Single Medical/Single Dental \$101.15 PPO Single Medical/Family Dental \$107.60 PPO Family Medical/No Dental \$223.66 PPO Family Medical/Single Dental \$238.39 PPO Family Medical/Family Dental \$244.84 No Medical/Family Dental \$0.00
Insurance Waiver - must be received within 15 days of start date in the Business Office	ABOVE INSURANCE RATES ARE PER PAY 2011-12 \$1,000.00 if health and dental benefits are waived; paid at the end of the school year - May 31st paycheck.
*AFT Local 943 - Professional union dues (no deductions during July and August)	\$29.16 per pay 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 pre-approved by supervisor.
Conferences and Professional Development	As approved by supervisor
Tax Deferred Annuities (403B plans)	Check WWW.SWCCCASE.ORG for approved annuities list
Credit Union - Flossmoor, Illiana and Tinley Forest	At the employee's request - contact payroll department
*required deductions 6/21/2011	