

Section A - Educational Support Personnel Fringe Benefits

The Board of Education shall provide those benefits contained in Sections B-F for full-time educational support personnel, not represented by a recognized bargaining unit.

Section B - Medical Insurance Coverage

The Board shall contribute a percentage towards the cost of individual and family major medical insurance premiums, for educational support personnel, as shown in the procedures attached.

Section C - Dental Insurance

The Board shall provide educational support personnel with the opportunity to purchase either individual or family dental insurance. The Board shall contribute 90% of the individual dental insurance premiums for each educational support personnel who does not select family medical insurance.

Section D - Additional Section 125 Flexible Spending Allowance
(For Employees Hired Before July 1, 2000)

The Board shall provide a flexible spending account allowance equal to \$500 for each, non-probationary, 10-month educational support personnel who does not select family medical insurance. The Board shall provide a flexible spending account allowance of \$750 for each, non-probationary, 12-month educational support personnel who does not select family medical insurance.

Section E - Life Insurance

Educational support personnel shall be provided with a \$50,000 group term life insurance policy.

Section F - Group Disability Insurance

The Board shall provide each educational support staff employee with long-term disability coverage at no cost to the employee. Disability benefits will be coordinated with IMRF and will provide up to 70% of salary in the event of a long term disability.

Approved: November 4, 1974
Revised: March 27, 1995
Revised: September 25, 2000
Revised: May 12, 2003