



Rockford Lutheran School 2024-2025 Employee Benefits to Full Time Employees

<u>Healthcare Insurance Benefit Offerings*</u>		Cost to Employee per Payroll (24 per yr)
<u>Health Insurance</u> – Current Provider: Blue Cross Blue Shield of Illinois BlueEdge High Deductible Plan (with H.S.A.) Options:		
Employee Only		\$38.10
Employee + Spouse		\$131.87
Employee + child(ren)		\$125.05
Family		\$193.43
<u>Dental Insurance</u> – Current Provider: Delta Dental of Illinois		
Employee Only		\$1.20
Employee + Spouse		\$3.75
Employee + child(ren)		\$8.50
Family		\$14.25
<u>Vision Insurance</u> – Current Provider: Blue Cross Blue Shield of Illinois		
Employee Only		\$3.10
Employee + Spouse		\$5.89
Employee + child(ren)		\$6.19
Family		\$9.10

** The Health Insurance rates are current as of publication but are subject to by provider(s).*

<u>HSA Plan</u> – Employer-Provided Contributions Deposited to personal HSA Account monthly from RLS	Paid to Employee per Month
Employee Only	\$70.00
Family or Employee + spouse/child	\$140.00

Life and Disability Insurance Benefits

Provided to Employee – Paid by RLS (no Cost to Employee)

Life Insurance – Current Provider: Blue Cross Blue Shield of Illinois

Insurance Benefit Value	
Employee Coverage:	2X annual (up to \$200,000 max)
Spouse Coverage:	\$5,000
Dependent Child Coverage:	\$2,500 each

Short and Long Term Disability – Current Provider: Blue Cross Blue Shield of Illinois

Retirement Benefit

Retirement – 403(b) Retirement Savings plan

- Employers plan currently administered through Heartland Financial
- 100% employer match of the first 3% contributed by the employee
- RLS has an Automatic Contribution Arrangement (ACA) where you will automatically be included in the plan with 1% deferral unless you sign a waiver to not participate.

Employee Time Off

(see employee handbook for specific details)

40 hours unrestricted paid time off plus 40 hours sick leave if working full year or as faculty

40 hours unrestricted paid time off plus 8 personal hours for academic year (10 months) positions

Vacation is made available to 12 month employees beginning with 40 hours during the first two years of service, 80 hours for Administrator appointments

Other Benefits Provided

- Tuition reduction for dependent child(ren) depending on hours of employment, variable up to 50% for fulltime staff or 60% for fulltime teachers and academic administration.
- Free before care and aftercare at elementary school daily from 6:30 am-5:30 pm