

**Illinois Education Association-NEA  
100 E. Edwards  
Springfield, IL 62704  
217-321-2206**

**BENEFIT PACKAGE**

**ASSOCIATE STAFF/Salary Grade 3**

*September 1, 2024 – August 31, 2025*

- Salary Range – (\$20.01 to \$30.28)
- Insurance (Fully Paid Family or Single Coverage Premium)
  - Health/Major Medical – Choice of HMO, PPO, or HDHP
  - Prescription Drug
  - Dental
  - Vision/Hearing
  - Life (\$50,000)
  - Accidental Death & Dismemberment (\$100,000)
  - Long Term Disability
- Retirement – 401k Plan
- Vacation Days – (12 – 1<sup>st</sup> year - prorated) 50 Days Maximum Carryover
- Sick Leave Days – (12 – 1<sup>st</sup> year - prorated) Unlimited Accumulation
- Sick Leave Bank (30 days)
- Personal Leave Days (3/year)
- Funeral Leave Days
- Holidays (15/year) plus period between Christmas and New Year's Day
- Continuing Education & Training Reimbursement
- Business Expense Reimbursement
- Employer Contribution to Individual Medical Flex. Spending Account (\$200.00)