

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

BENEFIT PACKAGE - PROFESSIONAL STAFF

September 1, 2025 – August 31, 2026

- Starting Salary – \$81,277 - \$114,941
- Insurance (Family or Single Coverage – No Premium To Be Paid By Employee)
 - Health/Major Medical – Choice of HMO, HDHP, or PPO
 - Prescription Drug
 - Dental
 - Vision/Hearing
 - Life (\$50,000)
 - Spouse life (\$3,000, if applicable)
 - Dependent Children life (\$2,000 per child, if applicable)
 - Accidental Death & Dismemberment (\$100,000)
 - Long Term Disability
- Retirement – Defined Benefit Plan
- 401k Plan
- Vehicle Allowance
- Vehicle Insurance and Maintenance (in accordance with the Professional Staff Contract)
- Vacation Days – (12 – 1st year - prorated) – 50 days maximum carryover
- Sick Leave Days – (12 – 1st 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
- Training Funds
- Professional Resource Account
- Business Expense Reimbursement
- Employer Contribution to Medical Flex. Spending Account (\$200.00)