

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

BENEFIT PACKAGE

ASSOCIATE STAFF/Salary Grade 3

September 1, 2026 – August 31, 2027

- Salary Range – (\$21.90 per hour to \$33.14 per hour)
- 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 – 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
- Continuing Education & Training Reimbursement
- Business Expense Reimbursement
- Employer Contribution to Individual Medical Flex. Spending Account (\$200.00)