



Illini Bluffs Schools
#ibtigerpride
 Collaboration. Community. Commitment.

2025-2026 Wages and Benefits

HB 3129: Equal Pay Act Pay Transparency: Beginning January 1, 2025, Illinois employers with 15 or more employees must post their pay scale and benefits information on all job postings.

Position	Starting Salary	Pension	Sick Leave	Personal Days	Vacation Days
Certified Teachers	BA + 0 = \$45,036	Employer TRS retirement contribution = 0.58% Employer THIS (insurance) contribution = 0.67% Employer Medicare Contribution = 1.45%	12	3	N/A
F/T Para-Professional	\$16.50	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A
P/T Para-Professional	\$16.50	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A
F/T Office Manager	\$18.25	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A
F/T Secretary	\$16.00	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A
P/T Secretary	\$16.00	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A

Position	Starting Salary	Pension	Sick Leave	Personal Days	Vacation Days
P/T Bus Driver	\$21.50	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A
F/T Bus Monitor	\$16.00	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A
F/T Cook	\$16.00	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A
P/T Cook	\$16.00	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A
P/T Student Supervisor	\$19.19	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A
F/T Interventionist	\$17.94	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A
F/T Head Custodian	\$17.00	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	10-20
F/T Custodian	\$16.50	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A
P/T Custodian	\$16.50	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A

Position	Starting Salary	Pension	Sick Leave	Personal Days	Vacation Days
F/T Technology Aide	\$17.94	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A
F/T Transp and Maintenance Tech	\$17.50	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	10-20
F/T Nurse	\$36.05	Employer IMRF contribution = 11.12% Employer FICA contribution = 7.65%	12	3	N/A

Health, Dental, and Vision Insurance on next page.

**CIE Health Plan - PPO
BCBS (Effective 10/1/2024)
2024-2025
90%/80%**

	Total Monthly Cost	Employee Monthly Cost	Employee Cost Per Paycheck	Board Monthly Cost	Total Cost Per Year
Employee Only	645.57	64.56	32.28	581.01	7,746.84
Employee/Child	1,258.42	187.13	93.56	1,071.29	15,101.04
Employee/Spouse	1,363.30	208.10	104.05	1,155.20	16,359.60
Family	2,034.73	342.39	171.19	1,692.34	24,416.76

**CIE Health Plan - HMO
BCBS (Effective 10/1/2024)
2024-2025
90%/80%**

	Total Monthly Cost	Employee Monthly Cost	Employee Cost Per Paycheck	Board Monthly Cost	Total Cost Per Year
Employee Only	560.35	56.04	28.02	504.32	6,724.20
Employee/Child	1,092.12	153.87	76.93	938.25	13,105.44
Employee/Spouse	1,183.56	172.16	86.08	1,011.41	14,202.72
Family	1,766.22	288.69	144.34	1,477.53	21,194.64

**CIE Dental Plan
BCBS (Effective 10/1/2024)
2024-2025
90%/80%**

	Total Monthly Cost	Employee Monthly Cost	Employee Cost Per Paycheck	Board Monthly Cost	Total Cost Per Year
Employee Only	39.90	3.99	2.00	35.91	478.80
Employee/Child	95.95	15.20	7.60	80.75	1,151.40
Employee/Spouse	78.97	11.80	5.90	67.17	947.64
Family	132.97	22.60	11.30	110.37	1,595.64

**CIE Vision Insurance
BCBS (Effective 10/1/2024)
2024-2025
Employee pays 100%**

	Total Monthly Cost	Employee Cost Per Paycheck
Employee Only	6.05	3.03
Employee/Child	13.46	6.73
Employee/Spouse	11.47	5.74
Family	18.93	9.47

**TELADOC
BCBS (Effective 10/1/2024)
2024-2025
50%/50%**

	Total Monthly Cost	Employee Monthly Cost	Employee Cost Per Paycheck	Board Monthly Cost	Total Cost Per Year
Employee	14.00	7.00	3.50	7.00	168.00