Shelbyville CUSD 4 | Teacher Benefits

Sick Leave

Each full-time licensed teacher will receive thirteen days of sick leave at the start of each school year, which can accumulate to a maximum of three hundred forty days.

This benefit intends to provide paid leave for personal illness, quarantine at home, doctor appointments, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption.

Personal Leave

We provide full-time licensed teachers with three personal business absences annually which may be used in whole or half days. At the end of each school year, unused personal leave is converted to sick leave.

Continuing Education Incentive

Individual teachers may submit up to nine semester hours per year for reimbursement if courses are approved in advance and funds are available. Each year the Shelbyville School District allots up to $10,000 combined for all teachers.

Health Insurance

Shelbyville CUSD 4 provides eligible full-time teachers with a group health insurance plan through BlueCross BlueShield of Illinois, of which the employee can elect Employee-only, Employee-Spouse, Employee-Child, or Family coverage. The district will cover a portion of the monthly premiums. The Board contribution rates are determined and agreed upon in the SEA contract (Sec. 9.4).

Life Insurance

Shelbyville CUSD 4 provides eligible full-time teachers with a Board-paid $10,000 Basic Group Life Insurance policy through Guardian.

Dental Insurance

Shelbyville CUSD 4 provides eligible full-time teachers with a dental insurance plan through Guardian, of which the employee can elect Employee-only, Employee-Spouse, Employee-Child, or Family coverage.

Vision Insurance

Shelbyville CUSD 4 provides eligible full-time teachers with a vision insurance plan through Guardian, of which the employee can elect Employee-only, Employee-Spouse, Employee-Child, or Family coverage.

Retirement

Shelbyville CUSD 4 shelters each teacher's 9% contributions to the State of Illinois Teacher's Retirement System as provided by law.