

SHORT-TERM DISABILITY

The Board of Trustees recognizes that the inability to work because of personal illness or injury may cause economic hardship to certified employees. The Board of Trustees provides short-term disability income protection benefits for all eligible certified employees.

Eligibility. The short-term disability income protection benefits are available if you are a certified employee, eligible to accumulate sick leave, and you are a contributing member of the Sick Leave Bank. Written verification of continuous disability, as defined below, may be required from the employee during any period for which benefits are sought. Failure to become a member of the Sick Leave Bank, as defined under District Policy File GCBF/HG, means the certified employee is ineligible for short-term disability income protection benefits.

Definition of Disability. You will receive short-term disability income benefits if you are deemed medically unable to perform the essential functions of your position because of personal illness or injury and you are under continuous treatment by a licensed physician.

Amount of Benefits. The short-term disability income benefits shall be calculated at a rate of 70 percent of the eligible, certified employee's regular daily or hourly rate, measured from the beginning date of disability, subject to all applicable deductions. For the recurrence of a personal illness or injury, to be considered a new disability eligible for additional short-term disability income protection benefits, the employee must have returned to work for a period equal in length to the most recent period of receipt of short-term disability income protection benefits.

Duration of Benefits. Short-term disability income protection benefits begin on the next scheduled school day after the eligible certified employee exhausts all of the employee's accumulated sick leave and exhausts all of the employee's sick-leave bank eligibility due to qualifying personal illness or injury. Benefits will be payable for a maximum of 90 calendar days or until the employee becomes eligible for the long-term disability benefits under the District's long-term disability insurance plan, whichever occurs first.

Exclusions. Short-term disability income protection benefits are not available for personal injury or illness caused by or resulting from war or any act of war, whether declared or not; intentionally self-inflicted injury, while sane or insane; or taking part in, or the result of taking part in, committing an assault or felony.

Pre-existing Conditions. Short-term disability income benefits are not paid for any disability caused by a pre-existing condition unless the disability starts after the earlier of:
three (3) consecutive months, ending on or after the day you become eligible for short-term disability income benefits, during which you do not consult with or receive advice from a licensed medical or dental practitioner or receive medical or dental care, treatment, or services, including taking drugs, medicine, insulin, or similar substances, for that condition; or twelve (12) consecutive months during which you are eligible for short-term disability income benefits. A pre-existing condition is defined as an injury, sickness, or pregnancy or any related injury, sickness, or pregnancy for which you: consulted with or received advice from a licensed medical or dental practitioner; or received medical or dental care, treatment, or services, including taking drugs, medicine, insulin, or similar substances during the three (3) months that end on the day before you became eligible for short-term disability income benefits.

Benefit Reductions. The short-term disability income protection benefits shall be reduced by Social Security benefits; workers' compensation benefits; or like benefits paid to the employee as a result of the qualifying illness or injury. Other employee benefits and accruals will continue according to terms of the applicable plans.

Obligation to Request Benefits. Eligible employees should notify the Human Resources Director and request short-term disability income protection benefits under this plan as soon as possible when the employee has a qualifying illness or injury.

Adopted: 2/12/01