

HUMAN RESOURCES

Employee Benefits

Integrated Disability Management Program

This policy supersedes Policy 4760.3.

I. PURPOSE

To establish the School Board's policy regarding the availability of salary replacement for both short- and long-term absences for personal illnesses and injuries of employees and to establish the School Board's rate of contribution toward the cost of this program.

II. AVAILABILITY OF SALARY REPLACEMENT

The School Board shall provide paid sick leave, a short-term disability program, and a long-term disability insurance program for all benefit-eligible employees.

III. SCHOOL BOARD RATE OF CONTRIBUTION

The School Board shall provide sick leave based on established accrual rates. The School Board shall pay the entire cost of the short-term disability program. Employees shall contribute the entire premium for long-term disability coverage. The long-term disability program is a mandatory program.

Policy
adopted: July 1, 1986
Revised: December 3, 1992
Revised: May 23, 1996
Revised: May 27, 1999
Revised: May 14, 2004