

Employer Paid Short Term Disability Coverage

Benefit Highlights	
Alexandria City Public Schools	
What is employer paid short term disability coverage?	<p>Employer paid short term disability coverage pays you a portion of your salary if you miss time at work because of a disabling illness or injury.</p> <p>This highlight sheet is an overview of your employer paid short term disability coverage. Your employer will provide you with access to a summary plan document which will explain your coverage in detail.</p>
What is disability?	<p>Disability is defined in your employer's summary plan document. Due to accidental bodily injury, sickness, mental illness, substance abuse or pregnancy you are unable to perform the essential duties of your occupation, and as a result, you are earning 20% or less of your pre-disability weekly salary or you are able to perform some, but not all, of the essential duties of your occupation and as a result, you are earning more than 20% but less than 80% of your pre-disability weekly salary.</p>
Am I eligible?	<p>You are eligible if you are an active Full-time or Part-time contract employee with at least one year of service, who works at least 15 hours per week on a regularly scheduled basis and in a benefit eligible position.</p>
How much coverage would I have?	<p>Your employer provides coverage that would pay you a benefit of 60% of your salary. The maximum Employer Paid Short Term Disability Insurance benefit you could receive is \$13,500 per month.</p> <p>Salary is defined in your employer's summary plan document.</p>
When can I enroll?	<p>As an eligible employee, you are automatically covered by employer paid short term disability coverage; you do not have to enroll.</p>
When is it effective?	<p>Coverage goes into effect subject to the terms and conditions of your employer's summary plan document. You must be actively at work with your employer on the day your coverage takes effect.</p>
How long do I have to wait before I can receive my benefit?	<p>Once you are approved for coverage, you will be eligible to collect your employer paid short term disability benefit starting the 6th consecutive work days or expiration of all accrued leave. Your benefit could continue for up to 55 work days.</p>
If I'm disabled, can the amount of my benefit be reduced?	<p>Yes. As described on the following page, your weekly short-term benefit may be reduced by other income you receive.</p>

Important Details

The following is an overview of your employer paid short term disability coverage. See your employer for the summary plan document which will explain your coverage in detail.

Exclusions:

You cannot receive employer paid short term disability benefit payments for disabilities that are caused or contributed to by:

- war or act of war (declared or not)
- the commission of, or attempt to commit a felony
- an intentionally self-inflicted injury
- any case where your being engaged in an illegal occupation was a contributing cause to your disability
- sickness or injury for which workers' compensation benefits are paid, or may be paid, if duly claimed
- any injury sustained as a result of doing any work for pay or profit for another employer

You must be under the regular care of a physician to receive benefits.

Your benefit payments will be reduced by other income you receive or are eligible to receive due to your disability, such as:

- Social Security disability insurance (please see next section for exceptions)
- workers' compensation
- other employer-based insurance coverage you may have
- unemployment benefits
- settlements or judgments for income loss
- retirement benefits that your employer fully or partially pays for (such as a pension plan)

Your benefit payments will not be reduced by certain kinds of other income, such as:

- retirement benefits if you were already receiving them before you became disabled
- retirement benefits you start to receive that are funded by your after-tax contributions
- your personal savings, investments, IRAs or Keoghs
- profit-sharing
- personal disability policies
- Social Security increases

This benefit highlights sheet is an overview of the employer paid short term disability plan being offered and is provided for illustrative purposes only and is not a contract. Only your employer's summary plan document can fully describe all of the provisions, terms, conditions, limitations and exclusions of your coverage. In the event of any difference between the benefit highlights sheet and your employer's summary plan document, the terms of the summary plan document apply.