

## 4216-R Short-Term and Long-Term Disability

### Short-Term Disability

Short-term disability is self-funded by Campbell County School District.

The elimination period for short-term disability is ~~two (2) months~~ 60 calendar days or the end of unused leave (sick, convenience and vacation), whichever is greater. The maximum benefit period for short-term disability following the elimination period is 120 calendar days. ~~up to four (4) months.~~

The benefit is equal to 60% of an employee's basic monthly earnings, reduced by other income benefits as described in the **Summary Plan Document**. ~~Disability Plan~~. Wyoming Workers' Compensation, primary and family social security benefits, and other benefits as described in the Short-Term Disability Plan will reduce short-term disability benefits. The minimum monthly benefit is \$50.00. The maximum monthly benefit is \$5,000.

### Long-Term Disability

If the disability continues past the maximum benefit period for short-term disability coverage ~~(six (6) months~~ (180 calendar days after the date of disability or after sick leave has been exhausted, whichever is later), long-term disability benefits will commence **if eligible**.

The long-term disability maximum benefit period is ~~normally~~ until age 65 or death. Final interpretation of the Employer's Plan is governed by the terms, conditions, and provisions of the entire contract including the Policy, Certificate and any Amendments. The **maximum monthly** benefit is 60% of the first \$8,333.00 of an employee's pre-disability earnings reduced by other income benefits as described in the insurance policy. The minimum monthly benefit is 10% of the monthly benefit before being reduced by other income benefits or \$100, whichever is greater, ~~and the maximum monthly benefit is \$5,000. Other income benefits are described in the Long-Term Disability Policy.~~

For additional information regarding long-term disability benefits, employees should refer to the Certificate of Insurance.

ADOPTION DATE: April 24, 1995 (formerly 4217-R); Revised January 23, 2001; Reviewed January 13, 2007; Reviewed May 26, 2015; **Revised February 28, 2023**.

LEGAL REFERENCE(S): Family & Medical Leave Act, American With Disabilities Act

CROSS REFERENCE(S): 4229; 4229-R

ADMINISTRATIVE REGULATION: