



POLICY—400.25—LONG-TERM DISABILITY INSURANCE

	<i>DISTRICT CODE:</i> 400.25	<i>ADOPTED:</i> 4.25.2017
	<i>RESCINDS:</i> GBGF	<i>ADOPTED:</i> 8.23.94

BOARD POLICY

1. The Board recognizes the need for employees to protect themselves against long-term injury and illness. A long-term disability policy will be available to benefit-eligible employees who desire to participate in such a program. The Board will pay the premium as agreed upon for each contract period. To receive long-term disability an application must be submitted by the employee and approved by the long-term disability carrier.
2. The Board authorizes the Superintendent and District Administration to develop administrative regulations consistent with this policy, subject to review and approval by the Board.

	<i>ADMIN REG:</i> 400.25-1	<i>APPROVED:</i> 4.25.17
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ADMINISTRATIVE REGULATION—400.25-1:

1. An employee who has been absent from his/her position for 180 calendar days for medical reasons may transition to long-term disability pending application and approval.
 - 1.1. Employees on sick leave are expected to make application to the insurance carrier to begin the qualifying process at least two months prior to their qualifying period and transition into long-term disability according to the situation as it applies to the employee's status.
2. Long-Term Disability:
 - 2.1. The District will continue to pay the District's portion of the premium costs for medical and life insurance benefits for up to two years or the duration of the disability, whichever is less.
 - 2.2. Members of the Utah Retirement System will continue to accrue retirement service and salary credits for the duration of the time that the employee is on long-term disability, as per the District's Utah State Retirement Benefit Contract.
3. When an employee is terminated for medical reasons under District Policy Voluntary Employment Separation (i.e., R-4, Medical) and is later released by his/her physician to full duty and is able to perform all essential job functions with or without reasonable accommodation, the employee may reapply and be considered with all other applicants for positions for which he/she is qualified.



- 3.1. If the former employee is rehired within two calendar years of the termination date, he/she will be treated as if returning from a leave of absence with all rights and benefits restored, including, but not be limited to: continuing contract status, sick leave benefits, District retirement, etc.

EXHIBITS

None

REFERENCES

None

FORMS

None

CANYONS BOARD OF EDUCATION

This online presentation is an electronic representation of the Canyons School District's currently adopted policy manual. It does not reflect updating activities in progress. The official, authoritative manual is available for inspection in the office of the Superintendent located at 9361 South 300 East Sandy, UT 84070.