

**Comparison of  
Current Health Leave Pool and  
Short Term Disability Program**

	Short Term Disability Plan	Current Health Leave Pool	
		Certified Staff	Classified Staff
<b>ELIGIBILITY</b>  Actively at work provision  Qualifying event	An employee must be actively at work the day this plan goes into effect. If not, employee is not eligible until he/she has returned to work at least one day.	Employees hired before July 1, 2000 are eligible. Employees hired after July 1, 2000 must donate one sick leave day to be eligible.	Employees must donate one sick leave day to be eligible.
	Personal Illness or Accident	Personal Illness or Accident	Illness or Accident of the employee, employee's spouse or employee's dependent child.
<b>LIMITATIONS</b>	NO LIMITATIONS (including no limitation for pregnancy)	No limitations for pre-existing conditions. It DOES NOT cover pregnancy, childbirth and adoption leave.	No limitations for pre-existing conditions. It DOES NOT cover pregnancy, childbirth and adoption leave.
<b>ELIMINATION PERIOD</b>	Benefits would not begin until employee had been disabled 15 calendar days <u>or</u> until employee had used all accumulated leave days, <u>whichever is greater.</u>	Benefits could begin after the employee has used all accumulated sick leave days. The employee may retain personal leave days.	Benefits could begin after the employee has used all accumulated sick leave, personal leave and vacation leave days.
<b>BENEFIT PERIOD</b>	Once benefits begin, they can continue for 12 weeks for each disability. It is possible to have two or more disability periods for different reasons during the same year.	Rest of contract year up to a maximum of 60 work days. No more than 60 work days granted in a 3 year period	Rest of contract year up to a maximum of 30 work days per year. No more than 60 work days granted in a 3 year period.
<b>WEEKLY BENEFIT PAID TO EMPLOYEE</b>	1st Yr Employee	30% of Salary (No PSRS or taxes withheld)	100% of Salary (subject to PSRS and taxes)
	2nd Yr Employee	40% of Salary (No PSRS or taxes withheld)	100% of Salary (subject to PSRS and taxes)
	3rd Yr Employee	50% of Salary (No PSRS or taxes withheld)	100% of Salary (subject to PSRS and taxes)
	4th Yr Employee	60% of Salary (No PSRS or taxes withheld)	100% of Salary (subject to PSRS and taxes)
	5th Yr Employee	70% of Salary (No PSRS or taxes withheld)	100% of Salary (subject to PSRS and taxes)
<b>WEEKLY MAXIMUM</b>	Max Benefit is \$1,000 per week (Only employees earning \$74,000/yr affected)	Employee's weekly salary	Employee's weekly salary
<b>RATE GUARANTEE</b>	Premiums constant for two years	Not Applicable	Not Applicable
Total Number of Employees	692	692	
Participation Requirement	100% participation required	All employees are eligible to participate	
Weekly Covered Volume	\$180,341	Not Applicable	
Rate per \$10 of Weekly Benefit	\$0.25	Not Applicable	
Total Monthly Premium (paid by District)	\$4,509	Not Applicable	
Cost per Employee (paid by District)	\$6.52 per month	Not Applicable	
<b>ANNUAL COST (paid by District)</b>	\$54,108	Approximately \$30,000	