

SUMMARY OF DISABILITY BENEFITS

Active employees of the Elk Grove Unified School District have access to disability benefits based on their classification and/or representation by a bargaining unit. The following is a brief description of those benefits and should not be construed as a legal document.

Benefit	Description	Contact Info	Short Term	Long Term	Cert Mgmt	PSWA	Class Mgmt	EGEA	AFSCME	ATU	CSEA	ADM SUPT
Social Security Disability	Based on an employee's inability to work because of a medical condition (physical or mental). An employee must qualify with 40 credits with Social Security, 20 of which were earned in the last 10 years.	www.ssa.gov Question: Disability		X	***	***	X	***	X	X	X	X
American Fidelity	An employee paid disability coverage available to all CSEA members	(800) 662-1113	X								X	
Standard Insurance Company Salary Protection	Disability benefit available to dues paying members with an annual contract, working 15 hours or more per week, who elect to purchase the coverage. EGEA members who promote out of an EGEA position may be eligible to continue this benefit.	EGEA (916) 685-4588	X					X				
California State Disability (SDI)	An employee paid disability coverage available to all employees except those represented by CSEA and EGEA. (Packets are available in the Payroll Office). An employee qualifies based on earnings shown in their base period, which is a period of time that wages have been subject to SDI tax (approximately 6-18 months before the disability begins.)	www.edd.ca.gov Search: SDI "Frequently asked questions" link	X		X	X	X	***	X	X	***	X
CalPERS Disability	If you are a member of CalPERS and you have an injury or illness that prevents you from performing your job duties, you may be eligible for a disability retirement.	www.calpers.ca.gov Search: Disability "Disability Retirement"		X			X		X	X	X	X
CalSTRS Disability	If you are a member of CalSTRS you are protected for disability under either Coverage A, Disability Allowance or Coverage B, Disability Retirement based on the date of your STRS membership and any election you may have made.	www.calstrs.com "Information for: Members" then "Disability Benefits"		X	X	X		X				
Catastrophic Leave Bank (EGUSD)	All employees on active duty with the District are eligible to contribute to their employee group's Catastrophic Leave Bank if they have accrued a minimum of 10 days sick leave. Only current contributors may withdraw from the "bank".	Merry Leverton or Nancy Orosco in Human Resources (916) 686-7798	X		X	X	X	X	X	X	X	X
Paid Family Leave (PFL)	California benefit providing affordable, worker-funded benefits to eligible workers suffering loss of wages due to the need to care for a seriously ill family member or to bond with a new child. Must be covered by SDI to qualify.	www.edd.ca.gov "Paid Family Leave" Link	X		X	X	X	***	X	X	***	X

*** May qualify based on prior employment