

Long Term Disability-Voluntary Insurance Benefit

Why is Long Term Disability coverage important?

If you are unable to work due to a disabling condition, how would you replace your income?

Long Term Disability coverage does just that!

PLUS

1. If an employee is ***vested**, they can get up to 100% of pre-disability earnings when combined with STRS/SERS!
2. If an employee is **NOT *vested**, they can get up to **60% of pre-disability earnings!**
3. If an employee encounters a partial or temporary disability, benefits are still available!
4. These earnings will be "tax-free" assuming premiums are paid with after-tax dollars.
5. Allows our employees to have private insurance that is not dependent on the State.

- Monthly Maximum Benefit: \$5,000
- **NO Medical Questions if you enroll when first eligible**
 - If you request coverage later, medical questions and approval by the carrier applies
- Employee Assistance Plan included at no additional charge
- Benefits payable after 180 calendar days from disability date (Elimination Period)

	STRS/SERS Disability	+	LTD	=	Total Income Replacement
Less than 5 or 10 yrs. of service*	0%		60%		60%
Up to 20 years of service	45%		55%		100%

**STRS Disability: Vesting timeframe is 5 years if hired before 6/30/13
Vesting timeframe is 10 years if hired 7/1/13 or after:*

**SERS Disability: Vesting timeframe is 5 years.*

Shaker Heights City School District Voluntary LTD Rates and Monthly Premium

Benefit Duration >	To Social Security Age
Rate per \$100 >	0.545
Annual Income	
\$20,000	\$9.08
\$30,000	\$13.63
\$40,000	\$18.17
\$50,000	\$22.71
\$60,000	\$27.25
\$75,000	\$34.06
\$100,000	\$45.42