HUMAN RESOURCES
Employee Benefits
Integrated Disability Management Program

This policy supersedes Policy 4760.5.

I. PURPOSE

To establish the School Board’s policy regarding the availability of salary replacement for both short- and long-term absences for personal illnesses and injuries of employees and to establish the School Board’s rate of contribution toward the cost of this program.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

This policy has been reviewed, and there are no changes at this time.

III. AVAILABILITY OF SALARY REPLACEMENT

The School Board shall provide paid sick leave, a short-term disability (STD) program, and a long-term disability (LTD) insurance program for benefit-eligible employees.

IV. SCHOOL BOARD RATE OF CONTRIBUTION

The School Board shall provide sick leave based on established accrual rates. The School Board shall pay the entire cost of the STD program. Employees shall contribute the entire premium for LTD coverage. Participation in the disability programming is mandatory for benefit-eligible employees.

Policy
adopted: July 1, 1986
Revised: December 3, 1992
Revised: May 23, 1996
Revised: May 27, 1999
Revised: May 14, 2004
Revised: August 15, 2011
Reviewed: May 26, 2016

FAIRFAX COUNTY SCHOOL BOARD