

Santa Clara County Office of Education

SHORT-TERM DISABILITY (STD)

Benefits	California State Disability
Eligibility	All Members of SEIU
State Disability (SDI)	SDI is a partial wage-replacement insurance plan for California workers. The SDI program is state-mandated and funded through employee payroll deductions. SDI provides affordable, short-term benefits to eligible workers. Workers covered by SDI are covered by two benefits: Disability Insurance (DI) and Paid Family Leave (PFL)
Disability Insurance (DI)	Disability Insurance provides affordable, short-term benefits to eligible workers who suffer a loss of wages when they are unable to work due to a non-work-related illness or injury, or due to pregnancy or childbirth
Paid Family Leave (PFL)	Paid Family Leave (PFL) was established for workers who suffer a loss of wages when they need to take time off from work to care for a seriously ill child, spouse, parent, or registered domestic partner, or to bond with a new child. California workers may be eligible to receive PFL benefits when taking time off work to care for a seriously ill parent-in-law, grandparent, grandchild, or sibling
Benefits	Keenan & Associates
Eligibility	All active full-time or permanent part-time Management, Supervisory, Confidential, & Psychologists working 17.5 hours or more per week
Elimination period	Minimum of 30 calendar days of disability and exhaustion of accumulated sick leave (whichever occurs later)
Benefit Percentage	66 2/3% of Basic Monthly Earnings
Maximum Monthly Benefit	\$8,889.00 per month
Minimum Monthly Benefit	\$100.00 per month
Benefit Reductions	Social Security, State Disability and Workers' Compensation
Maximum Benefit Duration	270 Consecutive Calendar Days