

Personnel and Employee Relations 7503 <hr/> Leaves of Absence: Long-Term Disability	Administrative Application	
	Last Reviewed /Approved on:	October 21, 2024
	References:	Local Collective Bargaining Agreements SSBA Long-Term Disability (LTD) Benefit Plan Policy 12 – Role of the Director
	Status:	Operational

Preamble

In the *Saskatchewan School Board Associations' Long-Term Disability Plan* document, there are two (2) medical requirements for an employee to receive benefits. First, in the first two (2) years of claim, the Regina Catholic School Division (RCSD) employee must be totally disabled from the occupation for which the employee was hired. Second, after the employee has been on the insurance plan for two (2) years, the employee must be disabled from *any and all* occupations based on disability, education, and experience. If the employee qualifies, the employee can receive long-term disability benefits until age 65, regardless of their connection to employment.

Application

Educational Support Professionals and C.U.P.E. Employees

1. The Human Resource Services Supervisor advises the Superintendent of Human Resource Services that the employee has qualified for the "any and all" provision of that employee's long-term disability benefit and that it has been medically determined that the employee is not likely to recover in or return to employment.
2. The Superintendent of Human Resource Services will inform the Director, and any other supervisory personnel affected by this determination.
3. The Human Resource Services Supervisor will advise the employee that the employee may terminate employment with the Division due to disability.
4. The Superintendent of Human Resource Services informs the Board of the termination, and a copy of the decision and approval is filed with Human Resources (by the Human Resource Services Supervisor) and the Payroll Administrator.

Requirement

When it is medically known the employee is not likely to recover and return to employment after 2 (two) years with RCSD, the school division can terminate employment. The decision to terminate employment does not affect the employee's disability benefits. This decision allows management to fill permanent positions and assure workplace transition. If the employee is

eligible for retirement benefits at the time of termination the employee will be provided with the school division's retirement benefits.