

PERSONNEL

State Disability Insurance

Employees who exhaust available paid leave available under the Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA), or on pregnancy disability leave (PDL) shall be placed on unpaid leave. Such unpaid leave shall be for a period not to exceed the amount authorized by law.

Qualified employees will be placed on state disability insurance immediately, subject to the state disability insurance waiting period.

Employer-paid health benefits may cease at the end of the month in which the unpaid leave commences, depending on the circumstances and related San Joaquin County Office of Education (SJCOE) policies and administrative regulations.

Employees may continue to participate in the health benefit program at their own expense. The first full month insurance premium amount must be paid in full to the SJCOE no later than the 25th of the month in which the unpaid balance leave commences. Subsequent month premiums must be paid in advance, not later than the 25th of the preceding month. There shall be a 30-day grace period for the payment of premiums. Not less than 15 days prior to the expiration of the 30-day grace period, employees shall be notified in writing that failure to make payment by the end of the grace period will result in termination of benefits as of the end of the month. Once benefits have been terminated for lack of payment, the employee shall be re-enrolled in the benefit plan until return to active work status (except as provided by Consolidated Omnibus Budget Reconciliation Act (COBRA)). Benefit coverage shall again become effective on the first day of the month following return to active status.

cf: 4161.8/4261.8/4361.8 Family Medical Leave
4161.2/4261.2/4361.2 Personal Leaves