

COLLEGE STATION ISD SHORT-TERM DISABILITY INSURANCE

If you had to miss work because of a covered injury or sickness, how long could you go without your paycheck? **Short-Term Disability Income Insurance** provides a benefit to help replace a portion of your income while you're unable to work due to a covered Disability. This policy can help with expenses like your mortgage, car payment, groceries, medical bills and more.

When Coverage Begins

Your coverage will begin on the requested effective date following the date you become eligible.

Monthly Premium

Plan I - \$0.75 per \$100 of covered Monthly Compensation.

Plan II - \$0.66 per \$100 of covered Monthly Compensation.

Plan III - \$0.42 per \$100 of covered Monthly Compensation.

Benefits Begin

Your benefits will begin on the 8th (Plan I), 15th (Plan II) and 31st (Plan III) day of Disability due to a covered injury or sickness.

Monthly Disability Benefit

The available benefit amount is 60% of your Monthly Compensation, not to exceed: a maximum monthly Disability benefit of \$8,000.00; a maximum Monthly Compensation of \$13,333.00 and the amount for which premium is paid.

Maximum Benefit Period

Benefits are payable up to 90 days for a covered injury or sickness.

Disabled Due to a Covered Disability and Not Working

We will pay the Disability benefit described in the schedule. No Disability Payment will be provided for any period you are not under a physician's regular and appropriate care.

Leave of Absence

Your coverage may continue up to one year during a leave of absence approved in writing by your employer.

Termination of Coverage

Your insurance coverage will end on the earliest of these dates: the date you do not meet the eligibility requirements as defined in the eligibility section; the date you retire; the date you cease to be on Active Employment, except as provided for under the Leave of Absence provision; the end of the last period for which premium has been paid; the date the policy is discontinued; or the date your employment ends.

If your coverage ends as a result of your termination of Active Employment, such termination is caused by an injury or sickness for which Disability benefits would be payable, and Disability is established before the termination of Active Employment, then Disability benefits will be paid as if such termination had not occurred.

Termination of the policy will not affect Disability Payments that began before termination. We may end your coverage if you submit a fraudulent claim. Your coverage can be terminated on any premium due date with 31 days advance notice. If premium rates are increased, we will provide a 60 day advance notice.

Definitions

Active Employment means you are doing in the usual manner all of the regular duties of your employment on a full-time basis on a scheduled work day, and these duties are completed at one of the places of business where you usually do such duties or at some location to which your employment sends you. You are said to be on Active Employment on a day that is not a scheduled work day only if you are not disabled and would be able to perform in the usual manner all of the regular duties of your employment if it were a scheduled work day.

Disability or disabled means that you cannot perform your regular occupation's material and substantial duties.

Disability Payments mean your Disability benefits minus any deductible sources of income.

Disability Earnings mean the gross monthly earnings you receive while disabled and working.

Hospital shall not include an institution used by you as a place for rehabilitation; a place for rest or for the aged; a nursing or convalescent home; a long-term nursing unit or geriatric ward; or an extended care facility for the care of convalescent, rehabilitative, or ambulatory patients. The definition of a Hospital may vary by state.

Monthly Compensation means for contracted employees, one-twelfth (1/12) of your contract salary through your employer; or for non-contracted employees, it's one-twelfth (1/12) of your annual salary through your employer, in effect on the date Disability began. It excludes any additional compensation, including but not limited to overtime pay, weekend or summer work compensation, bus or other allowances, bonuses or district-funded fringe benefits. If you become disabled while on an approved leave of absence, we will use your gross Monthly Compensation from your employer in effect just before the date your absence began.

Pre-Existing Condition means a disease, injury, sickness, physical condition or mental illness for which you had treatment, incurred expense, took medication, received care or services including diagnostic testing or related measures, or received a diagnosis or advice from a physician during the 3-month period immediately before your effective date of coverage. Pre-Existing Conditions will also include conditions related to such disease, injury, sickness, physical condition, or mental illness.

Limitations

Pre-Existing Condition Limitation

No Disability benefit will be payable if Disability is caused by or resulting from a Pre-Existing Condition and begins before you have been continuously covered under the policy for 12 months. This provision will not apply if you have gone treatment-free, incurred no expense, taken no medication, and received no diagnosis or advice from a physician for 12 consecutive months for such condition(s).

This limitation will not apply to a Disability resulting from a Pre-Existing Condition that begins after you have been continuously covered under the policy for 12 months.

Exclusions

The policy does not cover any loss, fatal or non-fatal, resulting from:

- Intentionally self-inflicted injury while sane or insane.
- An act of war, declared or undeclared.
- Injury sustained or sickness contracted while in the service of the armed forces of any country.
- Committing a felony.
- Penal incarceration. We will not pay benefits for Disability or any other loss during any period you are incarcerated in a penal or correctional institution for 30 consecutive days or longer.
- Injury or sickness arising out of and in the course of any occupation for wage or profit or for which you are entitled to Workers' Compensation. The term "entitled to Workers' Compensation" shall also include Workers' Compensation claim settlements that occur via compromise and release. Further, no benefits will be paid under this policy for any period you are entitled to Workers' Compensation benefits.

Marketed by:



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Underwritten and administered by:



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