3.5.4 Short-Term and Long-Term Disability Leave

Where the leave is for a faculty member’s own health condition, the University will pay the faculty member the difference between their short-term disability benefit (up to a maximum amount established each January 1st) and/or their long-term disability benefit (66 2/3%) and their full academic base salary for up to 52 weeks, or the end date of their faculty appointment, whichever comes first, provided they continue to be medically certified by a physician and otherwise meet the terms of the disability plan. The 52-week period starts from the initial certification date as designated by Liberty Mutual or Zurich. If a faculty member is overpaid in this salary supplement process, the faculty member must reimburse the University for the overpayment either by direct payment or through payroll deduction. Faculty members experiencing a short-term, non-work related disability (including pregnancy disability) or long-term disability (LTD) are expected to contact Benefits (http://cardinalatwork.stanford.edu [1]) to obtain information about and to apply for the University's disability benefits. In addition, the faculty member is expected to contact his or her department Chair or Dean’s Office to address issues pertaining to teaching, research, appointment dates, tenure clock deadline, grant administration and other related issues. For more information on LTD, see the Long Term Disability FAQs for Faculty [2]. If your physician has certified you for full-time disability leave, you cannot be performing any work in any capacity.

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