



PSEA Voluntary Long Term Disability Insurance Plan

What is the PSEA Voluntary Long Term Disability Insurance Plan?

The PSEA recognized that Pennsylvania school district employees lack the disability protection they need. In fact, school district employees in most neighboring states are provided with Long Term Disability Insurance coverage that protects 60% of salary (the industry standard). In Pennsylvania, only about a third of districts provide this level of coverage.

Being unable to work due to a disability is one of the greatest financial threats employees can face. It is often more financially disastrous than a death in the family. If you are disabled, you lose your earning power, and you still have living expenses and medical care costs not covered by health insurance.¹

That's why the PSEA is pleased to endorse this plan for the teachers and school employees of Pennsylvania.

Just over 1 in 4 of today's 20-year olds will experience a Long Term Disability before retiring.⁴ In just the last 10 minutes, 490 Americans became disabled. That's 49 every minute.⁴

The risk of Long Term Disability during a worker's career is greater than the risk of premature death. Yet most workers would never think of going without Life Insurance protection for their families.⁵

How Common is Disability?

When people think about a disability, they often think of someone in a wheelchair, paralyzed by a freak accident. But disability is often caused by much more common conditions such as back injuries, mental health issues, cancer, pregnancy, and heart attack or stroke.² And it occurs more than you might think. It may surprise you that one in eight workers will be disabled for five years or more during their working careers.³

Disability Insurance is Paycheck Insurance

If you lost your paycheck because you were unable to work, how would you pay your mortgage, medical bills and medical insurance, debt, childcare, auto payment, and other expenses? Disability Insurance is paycheck insurance. Are you willing to gamble with your paycheck?

¹https://www.affordableinsuranceprotection.com/odds_of_disability

²Council for Disability Awareness, www.disabilitycanhappen.org/wp-content/uploads/2019/05/DIAM2019_Facts.pdf

³www.protectyoubetter.org/Research-Center/Disability-Insurance.aspx

⁴<https://disabilitycanhappen.org/diam>

⁵Guide to Disability Income Insurance, America's Health Insurance Plans, 2013.



PSEA Voluntary Long Term Disability Plan Highlights

- Covers pregnancy & mental/emotional illness
- Choice of 6 different plans customized to meet the needs of PSEA members
- No medical questions if enrolled during initial offering and participation levels are met
- Voluntary, member-paid, group rates
- Statewide plan: Rates pooled with other Pennsylvania school entities
- Flat rates – do not increase with age

Voluntary Long Term Disability Plan Options:

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|-----------|---|-----------------------------|---|----------------------------------|-----------------------------------|-----------------------------------|
| #1 | 14 calendar days before benefits kick in | 60% of salary covered | -Sick Leave benefits reduced by sick leave pay | SSNRA* Max benefit period | \$100,000 Max annual salary | \$5,000 Max monthly benefit |
| #2 | 30 calendar days before benefits kick in | 60% of salary covered | -Sick Leave benefits reduced by sick leave pay | SSNRA* Max benefit period | \$100,000 Max annual salary | \$5,000 Max monthly benefit |
| #3 | 60 calendar days before benefits kick in | 60% of salary covered | -Sick Leave benefits reduced by sick leave pay | SSNRA* Max benefit period | \$150,000 Max annual salary | \$7,500 Max monthly benefit |
| #4 | 90 calendar days before benefits kick in | 60% of salary covered | -Sick Leave benefits reduced by sick leave pay | SSNRA* Max benefit period | \$150,000 Max annual salary | \$7,500 Max monthly benefit |
| #5 | 180 calendar days before benefits kick in | 60% of salary covered | -Sick Leave benefits reduced by sick leave pay | SSNRA* Max benefit period | \$150,000 Max annual salary | \$7,500 Max monthly benefit |
| #6 | 30 calendar days before benefits kick in | 50% of salary covered | +Sick Leave benefits paid in addition to sick leave pay | 2 Years Max benefit period | \$100,000 Max annual salary | \$4,167 Max monthly benefit |

**The maximum benefit period is the later of age 65 or the day before attaining the Social Security Normal Retirement Age (SSNRA) as stated in the 1983 revision or any later revision of the United States Social Security Act. The maximum benefit period does reduce according to a standard reduction schedule if the onset of disability occurs at age 60 or later.*

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