

## **CATASTROPHIC BENEFIT POOL - PLAN DESCRIPTION**

This Plan was established for USD 259 employees in 1995 to help members recover at least a portion of used temporary leave days when a catastrophic emergency occurred. To become members of this Plan, employees voluntarily donate one day of their temporary leave to the pool. **All temporary leave must be exhausted before individuals are eligible to apply for reinstatement of temporary leave days already deducted because of the catastrophe. The Catastrophic Benefit Pool is not an option for people eligible for or receiving Workers' Compensation or Disability Compensation payments.**

**Deduct absences cannot be considered for payment by the Catastrophic Pool until they are posted in the PeopleSoft system.**

In order for the Plan to function as it was envisioned, an initial contribution of 400 days was needed to begin this program. In 1999 this was changed to hours because of the PeopleSoft Program. **Therefore, those who have contributed a day in the past will NOT be required to do so again unless they went off benefits since they contributed the day or if in the future the hours drop low enough that the pool is required to be replenished.** Those who wish to enroll in the Plan (those new to the district, those who wish to enroll for the first time, or those who went off benefits since they contributed a day) may do so during the catastrophic open enrollment period which is communicated via district e-mail. In order for this Plan to succeed, a continuation of contributions is necessary.

An employee committee was given the responsibility to review each request and make decisions regarding eligibility. The decision-making process of the Plan committee is in some ways similar to the district's Friendship Fund.

If you have questions about the Catastrophic Benefit Pool contact Employee Benefits and Insurance Management, 973-4581, or by email [employeebenefits@usd259.net](mailto:employeebenefits@usd259.net) .