

## **CATASTROPHIC POOL: COMMONLY ASKED QUESTIONS**

- **How much time can I draw from the pool?** Between July 1<sup>st</sup> and June 30<sup>th</sup> of each year, you can draw 20 days (your daily hours times 20).
- **How am I paid?** You apply through the application process. Applications are due the last Tuesday of each month. Payments are made on your next check or through off-cycle checks, method determined by Payroll. Applications can be located on the website or through contacting [EmployeeBenefits@usd259.net](mailto:EmployeeBenefits@usd259.net).
- **Can I ask for catastrophic coverage in advance?** No, you can only request once your days are in “deduct” or “no pay” status.
- **Can I ask for catastrophic to be paid back for days I am receiving work comp or short-term disability?** No, you can only request days that may have been completely unpaid or part of a waiting period for one of these programs.
- **I am a re-hire and thought I had enrolled in past – am I still enrolled?** We can check with Payroll to find out if you need to make a new donation. If you were paid out on the day you donated when you resigned, you will have to make a new donation.
- **I am out of leave but want to join the pool – what should I do?** You can still make the donation, but it will be listed as “pending” until you have the leave to donate in July. At that time, your leave day would be taken. Once your status changes to “enrolled” you would be eligible for the benefit.
- **What kind of things would qualify for this benefit?** If you or an immediate family member (parent, spouse, child) had a medical event that would normally qualify for medical leave or FMLA that would be considered a catastrophic event. If this is the reason you ran out of leave, you would qualify later in the year to ask for catastrophic days, even if your days missed later that went into deduct were not catastrophic. Example: You depleted leave for a back surgery and then miss a few days later in the year for strep throat. You would qualify for help from the committee because of your earlier event.
- **Do I have to enroll again if I have in the past?** No, as long as you are listed as “enrolled” another donation is not needed at this time.
- **Do I get my hours used back as part of this benefit?** No, what you will get is the pay you missed for the days you request. This is a financial benefit and not a benefit that will restore your hours.
- **Who makes the decision on my application?** Your application is sent to Employee Benefits and this is processed by the Employee Health & Wellness Supervisor. If you are denied, you have the right to a review by the Chief Human Resources Officer.
- **How long will it take to process my donation to make me eligible for this benefit?** These will be processed during pay cycles. Depending on the time of your donation and your pay schedule, it could take up to two pay cycles for this donation to take effect.