



EMPLOYER
EDUCATION



Navigating the Disability Process for Employers

50-387, 2/24/0

Agenda

- Review disability process resources for members
- Explain the employer's responsibilities during the process
- Discuss how and when STRS Ohio notifies employers about the status of a disability application
- Explore the different reasons a disability benefit may be terminated

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Resources for Members

- STRS Ohio Member Services Center: 888-227-7877 (toll-free)
- Disability benefits video at strsoh.org



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Disability Application Process



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Application Documents

- *Disability Benefit Application*
- *Report by Employer* and most recent official job description
 - Employer should keep a copy
- Submit to STRS Ohio one of three ways:
 - Mail: 275 E. Broad St., Columbus, OH 43215
 - Fax: 614-227-2918
 - Email: Scan and send to contactus@strsoh.org
- *Attending Physician's Report*



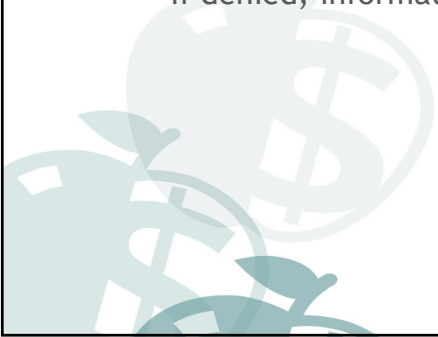
Application Review Process

- Independent medical examination
- Medical Review Board evaluates medical records
- Medical Review Board makes recommendation to Retirement Board
 - If approval is recommended, the member must stop working by the end of that month



Application Review Process

- Retirement Board determines whether the disability application is approved
 - If approved, information needed to pay disability benefits is requested from member and employer
 - If denied, information about how to appeal is mailed to member



Application Review Process

- Employer notifications are sent once Medical Review Board recommends approval
 - Letter prior to board approval
 - Deposit and service report (D&S)



If Disability Benefits Are Approved

- Benefit effective date is the first of the month following the latter of:
 - Last day of paid service (work or sick leave), or
 - Date the member's most recent complete application for disability benefit was received by STRS Ohio
- After board approval, a letter is sent to member, and school superintendent or president is copied



Completing the Deposit and Service Report

- Complete as soon as possible; payment to member cannot be issued until received
- Last date worked or used sick leave (Line 12)
 - Member has exhausted all sick days
 - Member is still working
 - Member is still using sick days



Completing the Deposit and Service Report

Service Credit and Contract Information	
10. Service Credit earned in 2020-2021 Calculate Service Credit	<input type="text"/>
11. Last pay date	<input type="text" value="//"/>
12. Last day employee worked (including paid sick time)	<input type="text" value="//"/>
13. Position held	<input type="text"/>
14. Contract salary (please supply full contract amount even if not completed)	<input type="text"/>
15. Beginning date of full contract	<input type="text" value="//"/>
Contract ending date (typically the last day of school)	<input type="text" value="//"/>
Number of days in total contract (even if not completed)	<input type="text"/>
Members current contract status - Active / Resigned / List other	<input type="text"/>
16. Percentage increase generally granted to teaching employees	<input type="text"/>

Health Care Coverage

- Member may elect coverage for themselves and eligible dependents
 - Members pay premiums for coverage
 - Premiums for eligible dependents are full cost
- Health care coverage effective date is the latter of:
 - The first month following board approval, or
 - The benefit effective date

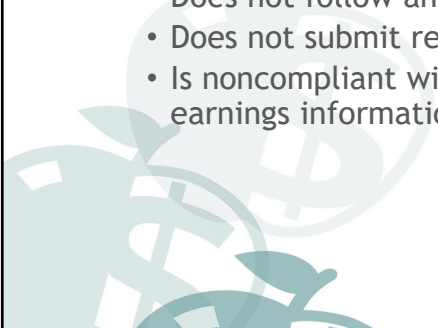
Items to Remember

- Disability benefit recipients are subject to annual medical reviews and/or examinations
- Member is considered to be on a leave of absence for the first five years if under contract and did not resign position



Termination of Benefits

- Benefits terminate if the member:
 - Performs any teaching service
 - Requests termination
 - Is no longer disabled
 - Does not follow an agreed upon treatment plan
 - Does not submit required medical reports
 - Is noncompliant with annual request for employment and earnings information



Summary

- If a member comes to you for information:
 - Direct them to call the Member Services Center at 888-227-7877 (toll-free)
 - Members can watch the Disability Benefits video on the employer or member website
 - Information and forms are in the Retirement Plans & Benefits topic of the employer website
 - *Report by Employer*
 - *Deposit and service report in ESS*



Resources Available

- **Member Resources:**
 - Member Services Center: 888-227-7877 (toll-free)
 - Disability Benefits video on STRS Ohio website: www.strsoh.org
 - Online Personal Account
- **Employer Resources:**
 - Call toll-free: 888-535-4050
 - Send an email: report@strsoh.org
 - Employer website: www.strsoh.org/employer
 - Employer forms available in Retirement Plans & Benefits topic in the Disability Benefits section



Thank You!

- Additional questions?
- Webinar certificates of completion
- Please complete the evaluation after disconnecting from the webinar

