

# Long Term Disability Insurance

## Know the Plan That Protects Your Income



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If you are a member of the 17 districts affiliated with the CPCO Benefits Program, you are likely participating in CPCO's Long Term Disability (LTD) plan.

In this article we highlight CPCO's LTD plan for those who are in the plan today and for those who are considering joining, either as a newly appointed principal or vice-principal of a participating district, or one who belongs to a non-participating district.

If you are not part of a participating district, please consider whether you have comparable coverage elsewhere. Be informed. Talk to your district representative and ask questions. At your representative's request, Johnson Inc. will prepare a comparison between your board LTD plan and that available through CPCO.

Which plan is better?

### The CPCO Long Term Disability Plan - Five Options to Choose From

CPCO's LTD plan was designed with principals and vice-principals in mind. It will provide you with a tax-free benefit of 55% of your gross monthly earnings. The plan also provides options to match your needs today, while allowing you to modify your choice as your needs change. What are the options?

Option	Elimination Period	Coverage End Date
1	100 Calendar Days	The earlier of age 65 or the date you become eligible for a 70% unreduced pension
2	150 Calendar Days	
3	100 Calendar Days	The earlier of age 65 or the date you attain the 85 factor under your pension plan
4	150 Calendar Days	
5	Option 1, plus 3% COLA	

**The elimination period** (100 or 150 calendar days) is the minimum period that you will need to wait from the date of a disability to the date your LTD benefit commences. You have the option of continuing to use your accumulated sick leave credit.

**The coverage end date** for a 70% unreduced pension equates to 35 years of pensionable service, while the 85 Factor equates to the sum of your age at retirement plus your years of service (e.g. age 55 plus 30 years of service). The duration of coverage is shorter under Options 3 and 4, with the 85 Factor.

**The cost of living adjustment (COLA)** provides an annual 3% increase to the LTD benefit, after the first 24 months of paid benefit.

The majority of participants today are enrolled in either Option 1 or Option 2. You may be part of this majority and your selection may still be right for you. However, your needs may have changed and another option might be more appropriate. For example, when you enrolled:

- You were not sure if you would retire before you reached a 70% unreduced pension. Now, you are certain that you will retire earlier.
- You had only a few sick days accumulated. Now, you have sufficient sick days, providing you with the choice of moving to an option with a longer elimination period.
- You wanted to protect your income level against the effect of inflation with the COLA option. Now that you are closer to retirement, you are comfortable forgoing the COLA protection.

On the other hand, you may have elected either Options 3 or 4 and want to increase your coverage by moving to an option with a shorter elimination period or a longer coverage period. With evidence of good health, you can.

Evidence of good health is only required if switching from Options 3 or 4, to one of Options 1, 2 or 5.

## The CPCO Long Term Disability Plan - More than Just Income Protection

CPCO's LTD plan has received several enhancements since it was first offered to principals and vice-principals in 1998. What's more, you do not need to be disabled to access some of the additional benefits outlined below.

- The Spousal Disability Benefit provides a benefit of \$1,000 a month for up to 24 months for a spouse that becomes disabled and is unable to perform at least two of the activities of daily living (bathing, eating, toileting, dressing or transferring position).
- RBC Life's Work-Life Employee Assistance Plan (EAP) is designed to help manage workplace stress, and personal and family issues.
- Best Doctors® Services is a world leader in connecting people with the best medical care when faced with a serious illness.

- Your LTD coverage also includes a Critical Illness benefit, which will pay \$2,500, if you are diagnosed with one of the four covered critical illnesses (heart attack, stroke, cancer, kidney failure) and survive for a period of 30 days following the date of the initial diagnosis.

Other benefits available to you are Workplace Modification, Survivor Payment, Rehabilitation/Return to Work Assistance and Dependent Care Expenses.

### Coverage, Choices, Added Benefits

The CPCO LTD plan was designed for you, and continues to evolve with your needs. For the plan to serve you best, you need to know it well. For more information on the CPCO LTD plan or on the CPCO Benefits Program generally, please contact Johnson Inc. at 1-800-461-4155 or CPCO at 416-483-1556.



## Share Your Story...

CPCO invites submissions to its quarterly magazine, *Principal Connections*. We are always looking for good news stories from our members across the province. Share your experiences, strategies and celebrations with your colleagues.

- If there has been a special event in your school or school community of provincial interest, tell us about it.
- If you or a colleague has received special recognition, spread the news.
- If you are especially proud of a staff member, a student, a project or a unique program, let us know.
- If you have met a special or difficult challenge in your school, your colleagues would like to hear about it.
- If you have read a book that you think would be of interest to the membership, send us a book review.
- If you know about an exciting story happening in the school of one of your colleagues, tell us. We'll follow up on your lead.

Articles should be approximately 700 words and pictures (minimum 300 dpi resolution) are always a great addition.

There are a number of ways to submit a story or article. You can write it yourself and e-mail it to [editor@cpco.on.ca](mailto:editor@cpco.on.ca). Don't have

time to write? Let us know and we can arrange to do an interview by telephone or in person if you are located close to the GTA. Some people prefer to submit the information in point form and ask us to do the writing.

Tell us your story through photos. Send us the pictures with a description of the activity. We truly appreciate all contributions by our members. Please understand, however, that submission does not automatically guarantee publication and we reserve the right to edit all material.

The deadline for articles for the spring issue of *Principal Connections* is January 11, 2008. If you have any submissions, questions or suggestions regarding *Principal Connections*, contact the editor through the CPCO office.

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***Happy writing!***