



Montgomery County
Public Schools

Short Term Disability Insurance under the VRS Hybrid Plan

As a VRS Hybrid Plan employee you may be eligible to receive Short Term Disability (STD) benefits while you are absent from work due to an approved illness or disability. Create a claim online at <https://myspecialtyappsanthem.com/Claims/ALIC> or by phone at **1-844-404-2111**. Once Anthem receives the required paperwork it takes approximately one week to make a decision. You will be notified in writing of the determination.

If approved, the benefit amount varies from 60 – 100% of your gross monthly earnings depending on your years of service and is effective upon the eighth calendar day of a qualifying event for a maximum of 125 work days. Although the claim is being administered by Anthem, the benefits are paid through MCPS' payroll.

Based on your years of service you might be eligible for at least 60% of your gross monthly earnings for a maximum of 125 work days. There is a seven (7) day calendar waiting period starting on the first day of your approved absence. During the waiting period you are required to use your accrued sick leave. Starting on the 8th day we may be paying you the Short Term Disability benefit of 60% - 100% of your gross monthly earnings if your claim is approved by Anthem. Per MCPS' leave policy section 5-7.5, you are required to supplement your disability earnings by using any available and accrued sick leave.

You will continue to accrue annual leave while you are on medical leave, if applicable. Once you have exhausted all leave (including annual, personal and wellness leave), your paycheck will consist of your Short Term Disability benefit of 60% - 100% of your pre-disability earnings only.

If your claim for Short Term Disability benefits is not approved by Anthem, you will be required to use your accrued leave according to the Family and Medical Leave rules and regulations. Should this be the case, please contact Susan Compton in the Personnel Department for more information.

If you have any questions regarding the VRS Hybrid Short Term Disability benefit, please contact Payroll, Emily Cox, at 540-382-5100 Ext. 1073.