



## Lehigh University Human Resources Policy

Policy Number: 119  
Effective Date: 9/1/1996  
Revisions:  
Applicability: All Faculty Members (Benefits)

### SALARY CONTINUATION PLAN FOR FACULTY POLICY

**Purpose:**

Policy on salary continuation benefits for faculty

**Policy:**

Eligible faculty members are covered by the terms of the plan beginning with the first day of scheduled work, provided that the faculty member is actively at work on that day. Eligibility for benefits begins immediately following the first work day. Benefits under this plan are for short term disabilities of 26 weeks or less. Benefits eligible faculty members are eligible for up to 26 weeks of full pay should it be necessary to be away from work for that period of time.

Short Term Disability and Salary Continuation benefits do not apply to any disability which occurs while the faculty member is on a leave of absence or otherwise scheduled to be away from work. If a disability begins while the faculty member is not scheduled to work, benefits under the Short Term Disability and Salary Continuation Plans will begin on the first day s/he is scheduled to return to work.

If the faculty member's illness or injury is compensable under Worker's Compensation, Short Term Disability and Salary Continuation benefits may be used to supplement Worker's Compensation benefits.

Benefits under the Salary Continuation Plan are payable only during actual periods of disability and are subject to the restrictions of the Short Term Disability Plan.

**Keywords:** STD, FML, Faculty