



Short-Term Disability FAQs

What is Short-Term Disability (STD)?

It is a wage replacement to benefits eligible employees who experience wage loss due to a disability.

Who is eligible?

Benefits eligible employees are covered for STD. There is no requirement for a benefits eligible employee to be enrolled in one of the CCT health plans.

What is the cost to me?

There is no cost to the employee, Cochise College provides this benefit to all benefits eligible employees.

How does the Short-Term Disability benefit work and how much will I receive?

After 60 calendar days of disability the benefit amount you will receive is 66% of salary. The STD benefit is available only after all paid leave is exhausted. The maximum paid benefit period is 18 weeks.

How do I apply?

You and your physician must complete and return the Short-Term Disability claim to the Human Resources department. The form is available at the Human Resources Department.

What deductions are taken from my payment?

The only deductions that are taken are for social security (FICA) and Medicare taxes. If you have any benefit plan deductions that you remain eligible for that are deducted each payroll cycle, you will be responsible for payment of the deductions.

When will I receive my Short-Term Disability check and who sends it to me?

STD benefits are processed during each payroll cycle by the Cochise College payroll department and will be paid to you the same way you receive your paycheck.