

Risk Management

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Risk Management-Medical Leave

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Time Needed for Disability Leave (LTD or STD) and Family Medical Leave Act (FMLA)

- Medical leave starts when your physician deems you unable to work due to a personal medical condition or surgery.
- Sick/Vacation leave will be used up front, once exhausted you will be docked at the rate per bargaining agreement and your classification (certificated vs. classified).
- FMLA/CFRA will run concurrent with your medical leave for a total of 60 work days or until you return to work whichever occurs first. To qualify you must have worked 12 months and have worked 1,250 hours at the start of disability leave.
- Intermittent FMLA can be used in **intermittently for medical appointments and treatments.**

Disability Carriers

- American Fidelity Group: 1-800-662-1113
- The Standard: 1-800-522-0406

Human Resources- Unpaid Leave of Absence

- Human Resources Department Analyst: (209) 933-7065
- Online form:
<https://www.stocktonusd.net/cms/lib/CA01902791/Centricity/Domain/151/VERIFICATION%20REQUEST%20FORM.pdf>

Benefits- Health Insurance

- Benefits Department: (209) 933-7026 or email questions to benefits@stocktonusd.net

THIS INFORMATION IS PROVIDED AS A GUIDELINE ONLY. PERSONNEL WILL FINALIZE ALL LEAVE ACCRUALS, DOCKS, AND OFF PAYROLL DATES.

PLEASE REFER TO RISK MANAGEMENT FOR ADDITIONAL QUESTIONS

- You are responsible for making sure all required forms are completed by you and your physician.
- American Fidelity Group application is to be completed by employee and physician and returned to Risk Management.
- All benefits will stay in place including; seniority, health insurance, and all other given rights as an active employee while your off on a medical leave.
- You are responsible for providing Risk Management with medical documentation.
- When possible, outside of a medical emergency, you must give reasonable notification to Risk Management when going off work for medical leave.