

## What to know about Wage Continuation

### When and how do I get paid through Wage Continuation?

If you have enrolled in the program, you must first exhaust all of your Personal Illness days and any unpaid “Corridor days”, also known as annual waiting period, after your last personal illness day before you begin to receive payment under the Wage Continuation plan.

### How much will I get paid?

Your Wage Continuation payments are 75% of your base salary. The IRS taxes these payments on a ratio based on what percent of the premium you paid and what the SDP paid. So if you paid 50% of the plan premium, 50% of your wage continuation payment is subject to federal tax. NOTE: premiums for Wage Continuation will continue while you're receiving this benefit.

### How does this impact my Pension?

Effective November 1, 2022, the Public School Employees' Retirement System (PSERS) determined that earnings under the program do not qualify as retirement eligible under the Retirement Code, as a result, Retirement Contributions will not be not deducted (As we work to update our system, if any deductions are taken out after November 1st, they will be refunded to you). If you are out for one or more pay periods, you may receive a letter from PSERS advising them that they have been reported as being on an unpaid leave. This notice is related only to your pension and **you will continue to receive your wage continuation earnings and benefits from the District under the program.** For more information visit the Wage Continuation FAQs: <https://www.philasd.org/benefits/wage-continuation-pension-faqs/>

### How long can I be out on Wage Continuation

The maximum benefit period for Wage Continuation is 26 weeks. Refer to your Union Collective Bargaining agreement for more information on the computation of 26 weeks.

### What happens if I exhaust the 26 weeks of the benefit?

Once you exhaust the 26 weeks, Employee Health Services will alert you that you must retire, resign or return to service if able. Most employees with 5 or more years of service are eligible for a Disability pension through PSERS. Visit their website for more information <https://www.psers.pa.gov/Leaving-Employment/Pages/Disability.aspx>

**How do I use this benefit?**

Enrollment in the Wage Continuation program does not guarantee eligibility of use. You must be approved by the Health Services Department for use of this program. When you first go out on an extended leave you will receive a letter from EHS providing information on medical reports that will be required for review during your absence.

**How do I check my leave balance?**

You can view your leave balance through the [Employee Payroll Information application](#) or by checking your paycheck. Your School District of Philadelphia email name and password are used for access. If you do not know the name and password, call the Technology Help Desk at (215) 400-5555 for assistance. Please note that the balances shown are all subject to a post separation audit. Your paycheck references this. From the School District of Philadelphia main website (<http://www.philasd.org>) go to the Employee Portal. In the Employee section, enter your email name and password. Your email user name should exclude the “@philasd.org” designation. Launch the “Payroll Information” application. Enter the last four digits of your social security number when prompted. You can then select the “Leave Balances” tab.

**When and how can I enroll or cancel my wage continuation enrollment?**

New employees may enroll at the beginning of SDP service; however, you will not be eligible for the program based on probation or waiting period outlined in your collective bargaining agreement. Visit Benefits information pages at <https://www.philasd.org/benefits/home/medical-benefits/> for more details.

Note: New hired PFT employees can enroll during the first year of service, but must be actively at work in order to be approved for Wage Continuation.

Enrollment in the program can be canceled only during the annual open enrollment period in May, with an effective date cancellation of July 1.

**Contact Us**

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