

SECTION: PROFESSIONAL EMPLOYEES

TITLE: WORKERS' COMPENSATION

ADOPTED: August 25, 2009

REVISED:

LINE MOUNTAIN SCHOOL DISTRICT

	<p style="text-align: center;">446. WORKERS' COMPENSATION</p> <p>1. Guidelines This policy shall provide insurance protection for any work-related illness or injury incurred by an employee of the district.</p> <p>2. Authority 77 P.S. Sec. 1 et seq Workers' compensation is mandated by law and all employees are covered while performing their assigned duties.</p> <p>3. Guidelines Any employee injured while performing services as an employee of the district shall, when possible, contact the immediate supervisor and file a report with the Business Administrator's office within the workday or no later than the next business day after the accident or illness. If the school nurse is on duty, the ill/injured employee must contact the school nurse for assessment. If necessary, the employee shall visit a physician on the approved panel of physicians' listing. Contact should be maintained with the Business Administrator's office regarding the status of any physician directed leave relating to the injury/illness. All leaves with relationship to a workers' compensation leave will be designated as and counted against the employee's Family Medical Leave Act (FMLA) entitlement.</p> <p>The Business Administrator's office shall record the completed form and transmit it to the insurance carrier and all other parties concerned. Any questions should be referred to the Business Administrator's office.</p> <p>An employee injured while on the job, necessitating lost time, shall receive his/her current salary within the limit of his/her accumulated sick leave up to the time that the employee is determined to be eligible for workers' compensation. Once an employee is deemed eligible for workers' compensation, the employee shall endorse and deliver to the District the checks he/she received for workers' compensation during the time sick leave was utilized. Upon receipt of such funds, the District shall adjust the employee's sick leave usage by charging the employee's accumulated sick leave in an amount equal to the supplemental payment made by District divided by the daily rate of the employee. Once an employee is deemed eligible for workers' compensation, sick days will no longer be used to receive full pay. An employee will receive only workers' compensation from the time the employee is deemed eligible therfor until the employee returns to work.</p>
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The district will provide health insurance for an employee who is receiving workers' compensation for a period of one (1) year from the date of the workers' compensation eligibility. The initial twelve (12) weeks of such leave will count against the employee's FMLA entitlement.

References:

Workers' Compensation Act – 77 P.S. Sec. 1 et seq.