

WORKMEN'S COMPENSATION

The purpose of Workmen's Compensation Insurance purchased by the District is to provide an employee the opportunity to receive his/her regular salary on those occasions when an absence occurs because of a work related injury and the claim is accepted by the insurance carrier. It is not intended that an employee will receive more than the regular salary.

- (A) When a claim is accepted by Workmen's Compensation Insurance, an employee will receive a set portion of wages as determined by the insurance carrier. There are two (2) options available to an employee:
 - (1) An employee may elect to receive the difference between the Workmen's Compensation payment and the regular salary as a School District employee. In the event the employee chooses to receive the differential, one-half (1/2) day sick leave will be charged for each day absent.
 - (2) An employee may elect not to receive the differential between Workmen's Compensation payment and the regular salary in which instance no absence will be charged to sick leave.
- (B) Upon notice from the Workmen's Compensation insurance carrier of the benefits to be paid, the employee shall advise the District payroll clerk which option they have chosen.
- (C) The differential between Workmen's Compensation and the regular salary shall cease when the employee's cumulative sick leave is exhausted.
- (D) An employee absent from work due to a permanent and total work related injury or sickness may be terminated after one year of absence caused by said total and permanent disability.
- (E) In order to verify the Workmen's Compensation payments, the School District will be advised by the insurance carrier of all non-medical payments to the employee. Based on the option chosen, the payroll clerk shall make the appropriate adjustments in district payments and sick leave records.