

GBGD

Workers' Compensation

An employee who is temporarily disabled and unable to work as the result of an injury arising out of and in the course of employment shall be placed on workers' compensation leave for the period of time the employee applies and is eligible for workers' compensation benefit payments.

Employees who sustain work-related injuries or illness should inform their supervisor immediately. No matter how minor an on-the-job injury may appear it is important that it be reported immediately. This will enable eligible associates to receive benefits as quickly as possible.

TREATMENT IS RESTRICTED AS FOLLOWS:

1. Non-life or limb threatening injuries:

See Business Office for locations

2. All other hours and life or limb threatening injuries:

Go directly to the nearest hospital emergency room.

The Board shall have the right to have the employee examined by a physician of the Board's choice to assist in determining the length of time the employee is unable to perform duties and whether the disability is attributable to the injury involved. Further, the board may require the employee to present a medical doctor's statement for any absences including those that are charged to workers' compensation. The superintendent or designee will be responsible for monitoring these requirements.

The primary source of compensation for an employee on workers' compensation leave shall be the indemnity payment from the workers' compensation section of the division of worker's compensation of the Colorado Department of Labor and Employment or insurance carrier as determined by state law.

To the extent that the indemnity payment is less than an employee's weekly wage or equivalent, the employee is entitled to use accrued school district sick leave and vacation time to supplement the workers' compensation payment. For every 4 days of leave an employee will be asked to fill out a leave slip for one day of pay until leave days are exhausted. The employee will also have the option to not use leave days but pay the school for any deductions related to their pay.

Under no circumstances shall an employee be allowed to receive more than an amount equal to the weekly wage or equivalent when combining the indemnity payment from workers' compensation and school district benefits. The employee shall provide documentation to the

school district as evidence to amounts paid by workers' compensation before benefit payments are allowed by the school district.

While on workers' compensation leave under a temporary total disability, employees shall continue to have school district health, dental, vision, and life coverage, to the same extent the employee had such coverage prior to taking workers' compensation leave, for a period of time not to exceed 3 months. At such time, the employee shall be given the option of directly assuming payment of the district's costs for such benefits or discontinuing the coverage until returning to work and again being eligible for benefits.

The administration is directed to establish necessary procedures to implement this policy.

LEGAL REFS: C.R.S. 8-42-101 *et seq.*
C.R.S. 8-42-105

ADOPTED: October 13, 1993
REVISED: January 12, 2005
REVIEWED: April 14, 2011
REVIEWED: October 12, 2022