

## **Workers' Compensation**

An employee is eligible for workers' compensation leave from the district during the period of time the employee is temporarily disabled as the result of any injury arising out of and in the course of employment which qualifies for an indemnity payment from the workers' compensation division of the Colorado Department of Labor and Employment.

Workers' compensation leave shall be available only to those persons who sustain a temporary disability and are unable to perform their routine or modified services duties for the district while disabled and have followed the District's guidelines in reporting their injury/injuries and seeing the District's preferred providers. (Reference: District's "Designated Medical Provider for Work Related Injuries & Illnesses that is to be signed annually by all permanent full time and part time staff members. A staff member's refusal to follow District policy may result in their worker's compensation benefits being null and void and required that the staff member encumber the costs of medical care, etc.)

It is the intent of the Board of Education that temporarily disabled employees receive payment from Pinnacol Assurance for any temporary disability for which the employee is eligible under Worker's Compensation Act & in accordance with Pinnacol guidelines & procedures. The District will cover the first three days of temporary disability with Pinnacol picking up any additional days thereafter. The rate of pay shall be 66 & 2/3% of the employee's salary (tax free) or whatever percentage current coverage and/or policy defines.

During the period of workers' compensation leave, the district shall not charge any earned vacation leave, accrued sick leave or other similar benefits to the employee nor shall such benefits be available to the employee while eligible for workers' compensation leave. The sole compensation to the employee during the period of disability shall be the district's workers' compensation insurance leave payment provided for by this policy.

Employees shall continue to have school district health insurance coverage, while on workers' compensation leave, to the same extent the employee had such coverage prior to taking workers' compensation leave.

The District administration will review workers compensation insurance coverage on an annual basis to determine that we have a reputable provider at a competitive price.

LEGAL REF.: C.R.S. [8-42-124](#)

CROSS REFS.: [GBGG](#), Staff Sick Leave  
[GCD](#), Professional Staff Vacations and Holidays  
[GDD](#), Support Staff Vacations and Holidays