

The district will participate in workers compensation as required by current statute. The combined workers' compensation benefits and salary received under allowed sick leave, or other available leave, shall not exceed one full day's pay.

All employees of the district shall be covered by workers compensation. Workers compensation coverage is provided for all employees regardless of assignment, length of assignment, and/or hours worked per day. Benefits are for personal injury from accident or industrial diseases arising out of and in the course of employment in the district.

The workers compensation plan will provide coverage for medical expenses and wages to the extent required by statute to those employees who qualify; however, the amount of workers compensation benefits and sick leave benefits shall not exceed a regular daily rate of pay. An employee using sick leave, or other available leave, in combination with workers compensation will be charged for one full or partial day of sick leave, as provided for in the sick leave policy or the negotiated agreement, for each day of absence until the employee's sick leave is exhausted.

Any employee who is off work and drawing workers compensation shall be required to provide the clerk of the board with a written doctor's release before the employee is allowed to return to work. In addition, should the employee be released to return to work by a doctor and fail to do so, all benefits under sick leave shall be ended and those benefits under workers compensation shall be restricted as provided by current statute.

Whenever an employee is absent from work and is receiving workers compensation benefits due to a work-related injury or is receiving district paid disability insurance, the employee may use available paid sick leave to supplement the workers compensation or district paid disability insurance payments. Workers compensation benefits and FMLA benefits provided in a board approved plan shall run concurrently if both are applicable.

In no event shall the employee be entitled to a combination of workers compensation benefits, district paid disability insurance, and salary in excess of his/her full salary. Available paid sick leave may be used for this purpose until; 1) available paid sick leave benefits are exhausted; 2) the employee returns to work; or 3) employment is terminated. Sick leave shall be deducted on a prorate amount equal to the percentage of salary paid by the district.

Choice of Physician

The board shall have the right to choose a designated health care provider to provide medical assistance to any employee who suffers an injury while performing their job.

APPROVED: February 13, 2012

Figuring Workers Compensation Benefits and using sick leave days to supplement their pay.

Example for hourly employee:

Daily wage	\$7.95 x 8 hours =	63.60
		<u>x 5 days</u>
Normal pay		\$318.00
Work comp. benefits 66 2/3%		<u>212.01</u>
Paid by district to the employee (which will equal 1/3 a day of sick leave)		\$ 105.99

\$105.99
Subtract

Blue Cross & Blue Shield Ins.
Any other insurance the employee pays for
KPERS
Federal Tax
State Tax
FICA

Example for a salary employee:

Salary	\$2,000.00	
W/C Benefits 66 2/3 % law for 2011-12	<u>555.00</u>	this is the maximum benefit under KS
Paid by district to employee	1,445.00	

(which will equal 1 full day of sick leave)

\$1,445.00
Subtract

Blue Cross & Blue Shield Ins.
Any other insurance the employee pays for
KPERS
Federal Tax
State Tax
FICA

what ever is left over the employee receives-- if it is a negative balance employee owes the district.