



Book	KCKPS Board Policies
Section	G Personnel
Title	Workers Compensation
Code	GAOE
Status	Active
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Last Reviewed	November 10, 2015

GAOE Workers Compensation (See KFD)

Workers compensation coverage is provided for all employees as required by law. Coverage is not provided for volunteers. (See KFD)

Injury Report

An employee who is injured at work is required to notify the District's workers compensation coordinator, or, if the coordinator is unavailable, his/her supervisor within twenty (20) days of the injury or within thirty (30) days of repetitive trauma in order to be eligible for benefits.

Post-Injury Testing

Employees injured at work are required to submit to a post-injury chemical test as authorized by law and, if such test is refused, all workers compensation benefits shall be forfeited by the employee.

Choice of Physician

The district 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. However, if the injured employee refuses to use the designated provider, benefits will be limited as provided by law.

Coordination of Benefits

Disability Leave (see GARH): Employees, who are absent from work and receiving workers compensation benefits due to a work-related injury or are receiving district paid disability insurance, may use available Disability Leave to supplement the workers compensation or district paid disability insurance payments in accordance with district policy and to the extent permitted by law. 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 regular daily rate of pay.

Family Medical Leave (see GARH): workers compensation benefits and FMLA benefits shall run concurrently if both are applicable.

Return to Work

Any employee who is off work and drawing workers compensation shall be required to provide the designated workers compensation coordinator with a written doctor's release demonstrating fitness for duty 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, disability leave shall terminate and those benefits under workers compensation shall be restricted as provided by law.

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[Policy Review - GAOE - Workers' Compensation.pdf \(27 KB\)](#)

[GAOE Workers Compensation 112415.pdf \(585 KB\)](#)

[GAOE 012715.pdf \(55 KB\)](#)