

Workers' Compensation

State law requires school districts to provide Workers' Compensation (Industrial Insurance) benefits for employees in the event of job injuries, deaths, or occupational illnesses. The District was certified as a "Self-Insurer," by the Department of Labor and Industries effective October 1, 2005. The District is responsible for administering the program in accordance with rules and regulations set forth by the department. Staff members are protected in two ways:

- A. Medical costs resulting from job injuries are paid.
- B. Injured employees are paid a partial wage while off work because of a job injury or illness due to on-the-job causes.

When a staff member is injured on the job with time loss and makes the request, the District will grant full sick leave for the first three (3) days provided the staff member has accumulated sick leave to cover. For each day covered by workers' compensation the employee may use accumulated sick leave to make up the difference between the workers' compensation payments and the employee's regular salary. In such instances, total pay shall not exceed the staff member's regular pay.

The District will apply guidelines of the Americans with Disabilities Act to any employee injured or disabled from a job injury or illness. Reasonable accommodation can be provided where required and appropriate.

Legal Reference:	RCW 28A.400.370	Mandatory insurance protection for Employees
	WAC 296-15	Workman's compensation self-insurance
	42 USC 12131-21165	
	Title II, Subtitle A	Americans with Disabilities Act

RSD #400
Adopted: September 11, 1990
Revised: September 8, 2006