

EPHRATA AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: WORKERS' COMPENSATION

ADOPTED: December 18, 2006

REVISED: December 17, 2012

<p>1. Guidelines</p>	<p style="text-align: center;">446. WORKERS' COMPENSATION</p> <p><u>Injuries on School Premises</u></p> <p>The district provides a comprehensive workers' compensation insurance program to employees. The workers' compensation program covers injuries or illnesses sustained in the course of employment that require medical, surgical, or hospital treatment. Subject to the applicable legal requirements, this program provides benefits after a short waiting period or, in the event of hospitalization, immediately.</p> <p>It is critical that you inform the building principal or supervisor immediately, within 24 hours, about any work-related injury or illness, regardless of how minor it may appear at the time. Such reports shall be filed using the appropriate district form. Immediate reporting ensures that, if eligible, you will qualify for workers' compensation benefits as quickly as possible and also allows the district to investigate the matter promptly.</p> <p>Employees, at their option, may supplement workers' compensation payments utilizing accumulated sick leave at the rate of ½ sick day for each day of workers' compensation pay that is supplemented. If an employee is paid sick leave and it is determined that the employee is eligible for workers' compensation benefits, the employee must reimburse the Employer for sick leave paid in excess of that allowed.</p> <p>All district employees are required to treat with one of the healthcare providers listed on the district's panel for the first ninety (90) days following a work-related injury or illness. The composition of the healthcare provider panel may be changed from time to time at the district's discretion. Employees who choose to use a healthcare provider not listed in the district's panel for non-emergency care will not have their medical costs paid by the district's workers' compensation insurance, in accordance with Pennsylvania law. The district's current panel is posted in designated areas of each school building used for such purposes, the internet, and will be provided at the time of the injury.</p>
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