NONINSTRUCTIONAL OPERATIONS

Workers’ Compensation/Early Return-to-Work Program

Workers’ compensation is an insurance program which covers job-related injuries and occupational diseases. School staff members are covered by the State Insurance Fund while performing their duties as such. In keeping with the commitment to employee well-being and in cooperation with the employee’s medical provider, the district utilizes an early return-to-work program for an injured worker who is physically capable of returning to work. All employees are eligible for the following benefits:

1. Paid medical costs resulting from on-the-job injuries;
2. A partial wage paid by workers’ compensation while off work due to job-related injury/illness that extends beyond three (3) days;
3. Utilization of accrued sick leave benefits in order to make total pay equal to regular pay; and
4. Temporary light-duty employment for workers who are unable to work at their normal duties but are physically capable of returning to work.

Under the guidelines of the ADA, the district will provide reasonable accommodations to staff members recovering from non job-related injuries/illnesses. These accommodations can include a temporary light-duty position.

Legal References: RCW 28A. 400.370 Mandatory insurance protection for employees
                  WAC 296-15 Workers’ Compensation Self-Insurance Rules
                  and Regulations

Adoption Date: September 22, 1993
Revised: August 28, 1996
Revised: August 27, 1997