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221 WORKER'S COMPENSATION ON THE JOB INJURY

A. WORKERS' COMPENSATION

- 1.** The School District, being required by law to carry worker's compensation insurance on all employees, agrees to cover those accidents that happen while an employee is on the job or in any function in compliance with a direct order by a supervisor(s).
- 2.** A worker's compensation report must be filed in the District Office within forty-eight (48) hours of a compensatory accident. Forms shall be available in all school offices.
- 3.** The employee has two compensation options during any absence in conjunction with a work-related injury.
 - a.** The employee may choose to take worker's compensation payments in lieu of a salary benefit and retain accrued sick leave. The worker's compensation benefit will always be lower than the sick leave benefit.
 - b.** The employee may choose to take worker's compensation payments and receive, through use of sick leave, additional wages up to the employee's normal gross wage.
- 4.** An employee on worker's compensation shall accrue all leave benefits available for that position.

B. AMERICANS WITH DISABILITIES ACT (ADA)

The parties acknowledge that the District must comply with the Americans with Disabilities Act (ADA) and other statutes prohibiting discrimination due to an employee's disability. It is specifically recognized that the District may need to permanently or temporarily reassign or reemploy employees who have sustained work-related injuries and who are physically restricted, either temporarily or permanently, from returning to pre- injury job descriptions.

C. ASSAULT


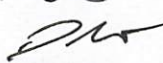
If an employee experiences a work-related injury due to an assault, the employee may file for workers' compensation benefits under this section.

If an assault occurs during the course of performing the employee's job duties, upon request, the employee shall be granted a meeting with the District to discuss what support is available, which may include, but is not limited to:

- a. Reporting the assault to local law enforcement;**
- b. Accessing Worker's Compensation; and/or**
- c. Establishing a safety plan for the employee moving forward.**

In the case of assault by a student, the District shall investigate and determine steps to ensure

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the student's appropriate and safe placement moving forward; which may include the establishment of a safety plan for the student.