

## **Workers' Compensation**

An employee is eligible for workers' compensation leave from the district during the period of time the employee is temporarily disabled as the result of any injury arising out of and in the course of employment which qualifies for an indemnity payment from the workers' compensation division of the Colorado Department of Labor and Employment.

Workers' compensation leave shall be available only to those persons who sustain a temporary total disability and are unable to perform services for the district while disabled.

The sole source of compensation for an employee on workers' compensation leave shall be the indemnity payment from the workers' compensation division of the Colorado Department of Labor and Employment or insurance carrier as determined by state law. The employee shall not be permitted to use accrued school district sick leave or vacation time to supplement indemnity payments during the employee's workers' compensation leave.

While on workers' compensation leave under a temporary total disability, employees shall continue to have school district health, life and disability insurance coverage, to the same extent the employee had such coverage prior to taking workers' compensation leave, for a period of time not to exceed 6 months. At such time, the employee shall be given the option of directly assuming payment of the district's costs for such benefits or discontinuing the coverage until returning to work and again being eligible for benefits, unless the district is otherwise required to pay for or continue such coverage under applicable law.

An employee on workers' compensation leave does not prevent the district from terminating or taking other employment action for a legitimate reason in accordance with state and federal law.

The administration is directed to establish necessary procedures to implement this policy.

Adopted: June 29, 1982  
Revised: May 26, 1992  
Revised: September 27, 1995  
Revised: October 29, 2003  
Revised: July 27, 2011  
Revised: October 26, 2011  
Revised: September 26, 2012  
Revised: April 20, 2015

LEGAL REF.: C.R.S. 8-40-101 *et seq.* (*Workers' Compensation Act of Colorado*)  
P.L. 111-148 (*Patient Protection and Affordable Care Act*)

CROSS REFS.: GBGG, Staff Leave  
GCD, Professional Staff Vacations and Holidays  
GDD, Support Staff Vacations and Holidays

Fountain-Fort Carson School District #8, Fountain, Colorado