

CAMBRIAN SCHOOL DISTRICT
Board Policy

Policy 3517
Adopted: January 22, 2002
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BUSINESS AND NONINSTRUCTIONAL OPERATIONS

Industrial Accident

- I. On-the-job accident or illness (also referred to as industrial injury) is any injury or illness that occurs while the employee is performing a service for the employer and which is the result of work or working conditions.
- II. As required by law, all school districts in California either carry compensation insurance or are self-insured.
- III. Under workers' compensation each employee, and member of the Board of Education, is covered for on-the-job injuries, including medical, surgical, and hospital expenses.
- IV. Death benefits, in accordance with current labor code requirements, are also paid to dependents under worker's compensation, if death is the result of an on-the-job accident.
- V. In addition to payments for injury expenses, the fund also provides $66\frac{2}{3}$ of average weekly gross earnings, to the current statutory maximum under the labor code, for weekly "loss of pay" compensation. This loss of pay compensation commences only after a three-day period has elapsed unless the employee is hospitalized. If an employee is disabled more than 14 days or if hospitalized, the three-day waiting period is waived and compensation starts immediately. Such "loss of pay" compensations checks must be endorsed to the school district for any periods of time for which the employee is receiving normal salary from the district.