

Code: **GBC3**  
Adopted: June 24, 2006

### **GAA1. Workers' Compensation**

Employees are insured under the provisions of the State Workers' Compensation Act for injuries received while at work for the District. Employees are required to report all on-the-job accidents, injuries, or illness to their immediate administrator or manager/supervisor as soon as reasonably possible or within twenty-four (24) hours of the accident, injury, or illness.

The following provisions are adopted pursuant to and are intended to implement the requirements of NRS 281.390.

1. When an employee is eligible at the same time for benefits for temporary total disability under Chapters 616A to 616D inclusive or 617 of the NRS and for any sick leave benefit, s/he may, by giving written notice to his/her administrator or manager/supervisor, elect to continue to receive his/her normal salary instead of the benefits under those chapters by using his/her accrued sick leave time until such accrued leave is exhausted. The District will notify the Workers' Compensation Administrator of the election. The District will continue to pay the employee his/her normal salary, but charge against the employee's accrued sick leave time as taken during the pay period an amount which represents the difference between his/her normal salary and the amount of any benefit for temporary total disability received, exclusive of reimbursement or payment of medical or hospital expenses under Chapters 616A to 616D inclusive or 617 of the NRS for that pay period.
2. When the employee's accrued sick leave time is exhausted, payment of his/her normal salary under *Subsection 1* must be discontinued and the District will promptly notify the Workers' Compensation Administrator so that it may begin paying the benefits to which the employee is entitled directly to the employee.
3. An employee who declines to make the election provided in *Subsection 1* may use all or any part of the sick leave benefit normally payable to him/her while directly receiving benefits for temporary total disability under Chapters 616A to 616D inclusive or 617 of the NRS, but the amount of sick leave benefit paid to the employee for any pay period must not exceed the difference between his/her normal salary and the amount of any benefit received, exclusive of reimbursement or payment of medical or hospital expenses under those chapters for that pay period.
4. If the amount of the employee's sick leave benefit is reduced pursuant to *Subsection 3* below the amount normally payable, the amount of sick leave time charged against the employee as taken during that pay period must be reduced in the same proportion.
5. An employee may decline to use any part of the sick leave benefit normally payable to him/her while receiving benefits under Chapters 616A to 616D inclusive or 617 of the NRS. During that period of time, the employee will be considered on leave of absence without pay.

NO ADMINISTRATIVE REGULATION

END OF POLICY

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Legal Reference: NRS 281.390, NRS 616A–616D, NRS 617