

Workers' Compensation

An employee who is out due to an injury covered by Workers' compensation and who so elects will continue to be paid his full salary for the first seven days of disability without being charged sick or annual leave. However, if the disability lasts more than 21 days, Workers' compensation insurance will go back and pay the employee for the first seven days of disability. If this happens, the school system will then deduct 66 2/3 percent of the first seven days, (i.e. 4 ½ days) from the employees' accumulated sick or annual leave.

Workers' Compensation insurance will pay 66 2/3 percent of the employee's gross average weekly wages up to the maximum compensation rate. The employee will receive the difference between what the workers' compensation pays and the employee's full salary. The difference is deducted from the employee's sick leave or annual leave (i.e. 33 1/3 percent of the time missed due to injury will be deducted from the employees; sick leave or annual leave).

The pay differential will continue while the employee is disabled until the employee's sick and annual leave is depleted or 90 days, whichever happens first.

Temporary and part-time employees who are not eligible for sick and annual leave will not receive the difference in their pay, but are paid in accordance with the provisions of the Virginia Workers' Compensation injury.

The school system will continue to pay the employer's portion of VRS; however, the employee is required to pay employee's share of the monthly health insurance premium and the employee's portion of VRS. If the employee elects, the school system will deduct the premium and the employee's portion of VRS for the 33 1/3 salary differential. If that differential is insufficient to pay the entire premium and the employee's portion of VRS, the employee must pay the difference.

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Cross Refs.: GCBC Staff Fringe Benefits
 GCBC-R3 Return-to-Work Policy Statement