

# Wilson County Board of Education

Policy Description:  Workers' Compensation  Page 1 of 2	Policy Number: 3.602	Amended Date: 05/03/10
	Rescinds: Classified p. 11	Reviewed: 04/10 Issued: 08/96

1 The Board shall maintain adequate workers' compensation coverage according to State statutes.

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3 Any and all injuries incurred on the job should be reported immediately to the immediate supervisor and the  
4 Insurance Department.

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6 Any employee injured at the workplace in need of medical treatment, no matter how slight the treatment and  
7 other than first aid treatment, will be required to take a post-accident/injury drug/alcohol test.<sup>1</sup> The injured  
8 employee will report to or be taken to the designated medical facility and collection site for immediate treatment  
9 of his/her injury, and a specimen shall be taken under the procedures set forth under the rules of the Department  
10 of Labor Drug Free Workplace Program.<sup>2</sup> No specimens will be taken prior to the injured employee receiving  
11 emergency medical treatment. However, after the treatment has been administered, the employee must submit  
12 to testing.

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14 The Director of Schools shall establish a medical panel consisting of at least three (3) general practitioners. The  
15 names of the general practitioners shall be posted in conspicuous places throughout the maintenance,  
16 transportation, clerical, and professional areas of participating schools, and a list of the panel members shall be  
17 reported to the Board. Any claimant may choose from any of the general practitioners listed on the medical  
18 panel for treatment of on-the-job injuries after the initial treatment and drug testing at the designated site. Any  
19 specialized treatment of injuries must be administered by practitioners or specialists upon referral by the medical  
20 panel.<sup>3</sup>

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22 The Wilson County Board of Education provides several benefits to their employees during times of sickness,  
23 injury, earned vacation, and leave. The intent of those benefits is to make the employee whole when, otherwise,  
24 the employee would have a gap in income or would not have time to get away from their responsibilities for a  
25 period of time to recover mentally and physically from the stress of their vocation.

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<sup>1</sup> The Tennessee Worker's Compensation Reform Act of 1996 allows for controlled substance testing post accident

<sup>2</sup> Authority T.C.A. §§ 50-6-110(c)(2), 50-9-101 and 50-6-418

<sup>3</sup> TCA 50-6-204(4)(A)

1 To better utilize these benefits, and insure that the School System can continue to offer them, the following  
2 procedure will be implemented upon adoption by the Board. If an employee is injured at work, and the injury is  
3 determined to be covered under workers' compensation, the only benefit available to the employee will be the  
4 disability afforded by workers' compensation. Employees will no longer be allowed to take other benefits in  
5 conjunction with receiving workers' compensation benefits. These other benefits include, but are not to be  
6 considered a complete list, sick time, vacation pay, or any other qualified leave. If long term disability or short  
7 term disability exist they will be allowed since they are offset by any workers' compensation received. Also, any  
8 disability benefits purchased personally by the employee will not be considered and may be used.



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