

Wilson County Board of Education

Policy Description:

Physical Assault Leave

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Policy Number:

5.307

Amended Date:

04/07/08

Rescinds:
Board Minutes

Issued:
04/02/01

1 When the Wilson County School System determines that a teacher's absence from assigned duties is the result
2 of a personal physical injury caused by a physical assault or other violent criminal act committed against the
3 teacher while on duty, the teacher shall be eligible for paid personal injury leave for the days of absence.¹
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5 To qualify for personal injury leave, the teacher shall:
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- 7 1. Immediately notify his/her immediate supervisor of the incident and the injuries sustained (the
8 notification shall be in writing);
- 9 2. Seek immediate medial attention in accordance with approved worker compensation guidelines;
- 10 3. Complete and submit to the human resource department a "Personal Injury Leave Request" form; and
- 11 4. Attach to the leave request form a written doctor's statement, verifying the nature, extent and duration of
12 the disability.²
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14 In the event of the injury, the immediate supervisor shall file a written report with the human resources
15 department immediately. In no case shall the filing of the report exceed twenty-four (24) hours.
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17 The school system shall, at any time, have the option to require a second medical opinion.
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19 Should the absence exceed ten (10) days, additional written documentation from the physician shall be required.
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21 Nothing in this policy shall preclude a teacher from directing than an absence which would otherwise qualify for
22 personal injury leave under Paragraph A is charged to accumulated sick leave or personal leave instead of
23 personal injury leave.
24

25 A teacher shall not use leave under the workers compensation guidelines and personal injury leave
26 simultaneously. Any workers compensation disability benefits paid to the teacher during this time shall be
27 credited against payments made by the school system. There shall be no double compensation from the school
28 system and workers compensation.
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¹ TCA 49-5-714(a)(8)

² TCA 49-5-710(a)(7)(8); TCA 49-6-2008(d)

Any report and subsequent investigation by law enforcement officers shall be submitted with the leave request.

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