



<i>The Classical Academy</i>	<i>Policies and Procedures</i>
Policy Name:	Worker's Compensation Policy
Policy Number:	GBGD-TCA
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Category:	Personnel
Author/Cabinet Approval:	Director of Human Resources

INTRODUCTION

Employees who are temporarily absent from work as a result of personal injury incurred in the scope and course of their employment may be entitled to benefits under the Workers' Compensation Act.

Employees who are temporarily certified unable to perform their regular or modified duties by The Classical Academy's designated medical provider as a result of personal injury incurred in the scope and course of their employment with the district shall be deemed to be on medical leave until they are able to resume their duties or a modified duty position.

The compensation provided herein shall be reduced by fifty percent in all benefit areas if it is determined by an administrative law judge: (a) that injury is caused by the willful failure of the employee to use safety devices provided by The Classical Academy; (b) that injury results from the employee's willful failure to obey a rule adopted by The Classical Academy for the safety of the employee; or (c) that injury results from willfully misleading the employer as to the physical ability to perform the job and injury is a result of that physical ability.

Where it is proven that injury results from the presence in the employee's system, during working hours, of not medically prescribed controlled substances or a blood alcohol level at or above 0.10 percent, non-medical benefits shall be reduced by fifty percent.

Any employee found to have submitted a fraudulent claim under workers' compensation shall be subject to dismissal proceedings.

Legal Refs:

C.R.S. § 8-42-101 et seq. (Workers' Compensation Act)
 C.R.S. § 8-42-105
 C.R.S. § 8-42-124

Cross Refs:

GBEC - Alcohol/ Drug Free Workplace
 GBECA - Controlled Substances and Alcohol Testing
 EL 2.0 Global Executive Constraint
 EL 2.3 Treatment of Staff

Policy Revision History

Date	Revision Details	Revised By
3/26/2014	Reformatted policy into new template. Completed annual review.	Director of Human Resources