

# BALDWIN- WHITEHALL SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: COORDINATION OF  
WORKERS' COMPENSATION  
BENEFITS

ADOPTED: APRIL 12, 2006

EFFECTIVE: JULY 1, 2006

REVISED:

<p>1. Purpose 77 P.S. Sec. 1 et seq</p> <p>2. Guidelines</p>	<p style="text-align: center;">446. COORDINATION OF WORKERS' COMPENSATION BENEFITS</p> <p>The Board recognizes that an employee who is not working because of an on-the-job injury is entitled to certain benefits in accordance with the Pennsylvania Workers' Compensation Law. The Board also recognizes that employees who miss work due to on-the-job injuries should be entitled to receive, in a combination of workers' compensation benefits and wages, a level of compensation that represents one hundred percent (100%) of the regular base wages the employee was receiving immediately prior to the accident. Under the various laws and applicable collective bargaining agreements, the Board wishes to compensate the affected individual the proper amount due and to avoid the practice of "double-dipping".</p> <p>This policy establishes the guidelines for the compensation to such an individual, sets forth the time limits for payment of one hundred percent (100%) of the regular base wages, and acknowledges the district's willingness to report such wages as special sick pay to the Public School Employees' Retirement System.</p> <p>One hundred percent (100%) of an employee's regular base wages, subject to the limits outlined in this policy, are guaranteed to the employee in a combination of workers' compensation and gross wages. In order to qualify for this payment level, the affected employee must have sick days available to use to allow the district to pay him/her the difference between the workers' compensation benefit amount and one hundred percent (100%) of regular base wages.</p> <p>One hundred percent (100%) of the employee's regular base wages are reported to the Public School Employees' Retirement System (PSERS), for no longer than twelve (12) months. The district shall report wages to PSERS in compliance with the "Special Sick Leave" provisions of the retirement code. In accordance with the PSERS code, this policy reflects the desire of the Board to allow the district to report the affected employee's wages to PSERS in accordance with PSERS's "Special Sick Leave" provisions. The reporting of "Special Sick Leave" data to PSERS, in accordance with the PSERS code, will only be for up to twelve (12) months. Also, the employee must be receiving at least fifty percent (50%) of his/her regular salary in the form of workers' compensation.</p> <p>The affected employee receives full workers' compensation benefits as administered</p>
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by the district's workers' compensation insurance carrier. The employee is not required to remit any such benefits to the school district.

The school district pays one hundred percent (100%) of the employer's retirement expense based on one hundred percent (100%) of the employee's regular base wages reported to PSERS, for up to twelve (12) months.

The affected employee pays one hundred percent (100%) of the employee's retirement expense based on one hundred percent (100%) of the employee's regular base wages reported to PSERS, for up to twelve (12) months.

For the differential between the amount of workers' compensation paid to the affected employee and one hundred percent (100%) of the employee's regular base wages, the employee will be charged sick days on a pro-rated basis (e.g. regular base wage = \$100/day; workers' compensation pays \$70/day to employee; district pays \$30 gross wages to the employee to make up the difference; for each day on workers' compensation, the employee is charged with thirty percent (30%) of a sick day). If the employee has no sick days accumulated, s/he will not be able to receive extra wages to bring him/her to a level representing one hundred percent (100%) of his/her regular base wages. However, the district will report one hundred percent (100%) of the employee's regular base wages to PSERS for up to twelve (12) months. If the employee does not wish to receive the differential outlined in this section and be charged pro-rated sick days, s/he must notify the district, in writing, of such desire.

If after the PSERS statutory twelve-month period, an employee is still receiving workers' compensation and has unused sick days still available, the employee will continue to receive one hundred percent (100%) of his/her regular base wages, made up of a combination of workers' compensation payments and pro-rated sick day pay. The district and the employee, as per the PSERS regulations regarding the Special Sick Pay, will no longer have to contribute their respective shares of PSERS contribution. The employee will continue to receive one hundred percent (100%) of regular base wages as long as s/he has sick days available to use. Once an employee's sick days are exhausted, the employee will only receive the workers' compensation benefits.

Reporting Accidents

The Board Secretary/Business Manager shall immediately be notified when an accident occurs in the building or surroundings involving any employee. Accident report forms must be obtained from the Board Secretary/Business Manager, filled out and returned to him/her immediately. The Board Secretary/ Business Manager must send three (3) copies of this report to the insurance carrier.