

## WORKERS' COMPENSATION

Workers' compensation insurance is designed to provide coverage for on-the-job injuries or illnesses without regard to fault. This coverage provides for payment of medical expenses and partial salary continuation. However, the amount of benefits payable and the duration of payments depend on the nature of the injury or illness. Generally, all medical expenses incurred in connection with a job-related injury or illness are paid in full, and partial salary payments are provided. These partial salary payments start with the sixth consecutive workday, pursuant to state law. These payments are normally paid at a rate of 66 2/3% of the employee's average weekly wage, up to a weekly maximum rate established annually by the Mississippi Workers' Compensation Commission.

Employees must use accrued sick days while absent from work due to an on-the-job injury or illness. After all, sick days are exhausted and employees are still unable to return to work due to the on-the-job injury or illness, employees may use vacation days or personal days to prevent a salary reduction.

If the job-related injury or illness qualifies as a serious health condition under the Family and Medical Leave Act (FMLA), any available unpaid leave under the FMLA will run concurrently with any paid leave taken.

In the event of on-the-job injuries or illnesses, employees must report such injuries or illnesses following the procedures articulated by the Risk Management department which include making a report to the appropriate supervisor and the District's worksite injury triage assessment & reporting provider within twenty-four (24) hours of the injury or illness. This ensures that the school district can assist employees in obtaining appropriate medical treatment.

Failure to follow this procedure may result in the appropriate workers' compensation report not being filed in accordance with the law, which may consequently jeopardize the right to benefits in connection with the injury or illness and may also result in disciplinary action.

In conjunction with this policy, All vendors must provide proof of current general liability and worker's compensation coverage (Certificate of Insurance) for not less than \$1,000,000.00 as provided by Mississippi Code Section 31-7-13 (v). The certificate of insurance must list JPS as an additional insured.

Questions regarding workers' compensation insurance should be directed to the Office of the General Counsel's Risk Management team.

SOURCE: Jackson Public School District, Jackson, Mississippi

LEGAL Miss. Code Ann. §§71-3-1; 71-3-3, 71-3-7 (1996)

SOURCE:

AMENDED: December 15, 1997

October 19, 2010

August 3, 2021

June 30, 2023

REVIEWED: May 26, 2006

September 7, 2010

December 6, 2016