



4030

Workers' Compensation

Policy 4030

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Review Dates:

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I. PURPOSE

Workers' Compensation is the system established by Minnesota law to compensate employees who have work-related injuries. If there is a work-related injury, an employee may be entitled to wage loss benefits, compensation for bodily injury, and payment for medical expenses attributable to the injury. The purpose of this policy is to establish the parameters for the workers' compensation program for district employees.

II. GENERAL STATEMENT OF POLICY

- A. The district workers compensation program applies to all persons who qualify as employees under the definitions of Minnesota law related to workers' compensation.
- B. Employees and their supervisors are responsible for reporting accidents immediately after they occur as directed by the Superintendent or Superintendent's designee. Timely reporting of injuries is required to meet legal timelines for reporting injuries and to insure prompt payment of benefits if the injury is covered under Workers' Compensation.
- C. The Board of Directors accepts its responsibility to help employees return to physically appropriate work where and when possible, and to restore employees to their same or a similar position when possible.
- D. The district workers compensation program shall conform to the requirements of Minnesota law.

III. RESPONSIBILITY

- A. The Superintendent may promulgate regulations to implement this policy.
- B. The Superintendent or Superintendent's designee shall implement a program to promote an appropriate return to work and accident reduction and workplace safety programs.
- C. The Superintendent or Superintendent's designee shall provide training to supervisors for the implementation of this policy.
- D. Notice of rights to workers' compensation shall be provided to all employees.

Legal References:

Minn. Stat. Ch 176 (Workers' Compensation)



Cross References:

MPS Policy 6680 (Safety, Security and Emergency Management)

MPS Policy 6681 (Accident Prevention and Reporting)

MPS Policy 6682 (Emergency Health Care)

MPS Policy 7010 (Environmental Health and Safety)

MPS Regulation 3348 B ([Bus] Accident Reporting and Review)