Policy #:	**HRS.350.2**
Policy Title:	Safety
Approval Date:	4/26/21
Review Date:	N/A
Related Documents:	Accident Report Form

On-the-Job Injuries & Workers' Compensation Insurance

In accordance with state law, MVCS provides workers' compensation benefits to employees who suffer a work-related illness or are injured on the job. Benefits help pay for medical treatment and make up for part of the income lost while recovering. Specific benefits are prescribed by law depending on the circumstances of each case.

All work-related accidents or injuries should be reported within 72 hours of the incident to the Financial Administrator or Business Manager. MVCS will then direct the employee to the designated care facility. If an employee chooses to make his/her own medical arrangements, Worker's Compensation Insurance may not cover medical expenses. If an injury at work causes an employee to be absent, it is his/her responsibility to inform school administration whether he/she wishes to use accumulated leave in order to receive full pay during an absence (to the extent of available accumulated leave), or whether he/she wishes to save accumulated leave and receive only the temporary income benefits that are available under workers' compensation laws. If the employee does not inform school administration of his/her choice, absences will NOT be charged to accumulated leave and the employee will receive only temporary income benefits. Employees who are unable to work because of a work-related injury will be notified of their rights and responsibilities under the Colorado Labor Code.

Administration of Medication to Students

Only employees who have received current medication delegation from the school nurse are allowed to administer medication to a student. All other employees are prohibited from doing so. If medication is administered, the employee must follow relevant protocol.

Child Abuse/Child Neglect

MVCS employees are mandatory reporters. An employee who believes a child has been adversely affected by physical, sexual, or mental abuse or neglect must make a report to the Director within 48 hours of first suspecting such abuse or neglect. The Director and employee will then submit a report to law enforcement or to Child Protective Services if there is significant evidence that a report is warranted.