

PERSONNEL

- CERTIFIED PERSONNEL-

Insurance

INSURANCE

The Board shall provide unemployment insurance,¹ workers' compensation,² and liability insurance for all certified personnel. In addition, the State provides group health and life insurance to employees who are eligible as determined by Kentucky Administrative Regulation.³

To address variable hour employees who may qualify for group health insurance, substitute personnel shall not work more than one-hundred-thirty (130) service hours per month unless pre-approved by Superintendent based on certification needed for longer term assignments.

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WORKERS' COMPENSATION

Employees claiming workers' compensation income benefits who have sick leave days available may choose to use sick leave in order to maintain full salary for days they are unable to work. However, in no event shall employees be entitled to payment in excess of one hundred percent (100%) of full contracted salary. Should an employee elect to take paid sick leave for an illness arising from a work related injury for which workers' compensation income benefits are received, the employee shall assign any workers' compensation pay benefits to the Board for whatever time period the employee received paid sick leave. (Employees shall be responsible for determining any personal tax consequences resulting from their choice to use sick leave pay.)

Employees who qualify for workers' compensation benefits following an assault and injury, while performing assigned duties, should refer to policy 03.123.

REFERENCES:

¹KRS 341.050

²KRS 342.630

³702 KAR 1:035

KRS 161.158

OAG 83-151

P. L. 111-148 (Affordable Care Act)

Consolidated Omnibus Budget Reconciliation Act

Kentucky Constitution (Section 3); KRS 161.155; KRS 342.730(6)

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RELATED POLICIES:

03.1211, 03.123, 03.12322, 03.1241, 03.14