

Workers' Compensation

Pursuant to Section 8-43-102(1) and (1.5), Colorado Revised Statutes.

If you are injured on the job, written notice of your injury must be given to your employer within (4) four working days after the accident.

Pursuant to Section 8-42-112.5, Colorado Revised Statutes.

If the injury results from your use of Alcohol or controlled substances, Your Workers' Compensation Disability benefits may be reduced by (1/2) one-half.

Reporting an injury.

Contact your Supervisor or the Administrative Assistant. Fill out the Worker's Compensation Injury report. Email to T.J. Crawford – Human Resources Department.

T.J. Crawford Workers' Compensation Case Manager at 720-433-1087 or email TJ.Crawford@dcsdk12.org

Emergency Injuries

In cases of extreme emergencies for example, life or limb threatening call 911 or go to the nearest emergency room. If you are able to inform the E.R. that you are a DCSD employee. Do not provide the emergency room or hospital with your personal insurance card or information.

Authorized Physician's List

Contact T.J. Crawford at TJ.Crawford@dcsdk12.org

According to Rule 8 Statute. You may select from (4) four authorized Workers' Compensation Physician's on the list provided to you.

Medical Care

Medical expenses, including hospital charges, bills from designated physicians, prescriptions, for work-related injuries and illnesses are covered under DCSD's Workers' Compensation Program.

Loss Time

All claims are subject to a (3) three days statutory waiting period. An authorized Workers' Compensation Physician has to take you off work or your modified duty restrictions cannot be accommodated. If you miss more that (3) three days of work due to your work-related injury or disease, you may be entitled to compensation equal to two-thirds (66%) of your average weekly wage subject to the maximum figure, which is established and adjusted each year by the Statute. You are allowed to use (3) three days of sick, personal leave days.

Mileage Reimbursement

You are entitled to mileage reimbursement. Mileage form will be mailed to you by DCSD's Insurance carrier. You will be reimbursed at the Statutory rate from trips to and from the authorized treating physician's office and physical therapy. Mileage will be verified by the Workers' Compensation Adjuster.

Prescriptions

If you need a prescription filled out immediately contact T.J. Crawford. However, you will receive a prescription card in the mail from the Insurance carrier (CCMSI).

Claim Denial or Notice of Contest

DCSD is required to file an admission or denial of liability with the Colorado Division of Workers' Compensation within a limited amount of time where more than (3) three days of loss time occurs. If you report your claim late you may receive a **Notice of Contest**.

Frequently Asked Questions

Who's Covered

All DCSD employees (full-time, part-time, substitutes).

Q: When I'm off work for a work related injury, do I receive my full wages?

A: The district's worker's compensation insurance carrier will start paying you after the third injury, if the district's designated physician takes you off.

According to State Statute 8-42-103 (a) if the period of disability does not last longer than three days from the day the employee leaves work as result of the injury, no disability shall be recoverable. (b) If the period of disability lasts longer than two weeks (14 days) from the day the injured employee leaves work as the result of the injury, disability indemnity shall be recoverable from the day the injured employee leaves work.

Q: How do I get paid for the first three days I'm off on a work related injury?

A: Per the State Statute, there is three day waiting period for work related injuries. You are required by the district, to use your own sick, personal, vacation, comp, etc. balances for the first three days of pay.

If you are out 14 days, and you were paid using your sick, personal, vacation comp time, for the first three days will reimbursed to you.

Q: Am I allowed to go on short-term disability while I'm on Worker's Comp?

A: No, you are not allowed to use short term disability, however, you are allowed to use your own sick, personal, comp or vacation time to supplement your pay.

Q: What percentage of pay do I receive from the insurance carrier while on a work related injury?

A: The district's insurance carrier, CCMSI, pays 66.6% of your average weekly wage, subject to the maximum figure set annually by the state. Wage loss benefits are paid until you are released by the district's **designated treating physician**.

Q: Who pays me when I'm on Worker's Compensation?

A: You will receive 66.67% of your pay from the district's insurance carrier, CCMSI. If you sign the District's letter provided by **Human Resources**, you will receive 33.33% pay using your own sick, personal, vacation, or comp time from the district.

Q: While on Workers Compensation who do I call if I have questions about my paycheck?

A: Contact T.J. Crawford at 72-433-1087 or TJ.Crawford@dcsdk12.org. T.J. will work with the Payroll Department.

Q: Will I still receive my direct deposit while on Worker's Compensation?

A: Not necessarily, it depends on the timing of your injury and payroll deadlines. The initial details of your pay should be addressed with the District's Worker's Compensation Case Manager.

Q: How do I report my time off while out on Worker's Comp?

A: Use Kronos to swipe in and out to record your time for appointments and absences

Certified

A: from Call in your time for appointments and absences through Aseop using the Work Comp code.

Q: Do I qualify for short-term disability while on Workers' Compensation?

A: No. Workers' Compensation is for injuries sustained at work.

Q: Am I allowed to seek medical treatment with my primary care physician for a work-related injury?

A: No. DCSD will not cover your medical expenses.

Q: If I have surgery, do I need to continue to see the Workers' Compensation Physician?

A: Yes. The Workers' Compensation Physician is the gatekeeper for your claim. The physician will determine your restrictions, etc.