



<i>New Summit Charter Academy</i>	<i>Policies and Procedures</i>
Policy Name:	Workers Compensation
Policy Number:	GBGD - NSCA
Original Date:	04/21/2025
Last Reviewed:	05/07/2025
Category:	Board
Author:	Executive Director, Compliance Officer
Approval:	NSCA Board of Directors

Workers' Compensation Insurance

All employees are covered by Workers' Compensation Insurance at the time they are hired. An employee who becomes injured while at work should report their injury to the Director of Human Resources in writing as soon as they are able within 10 days after the injury. . NSCA pays 100% of the premiums for this important coverage.

If medical treatment for an on-the-job injury is needed, it must be obtained from one of NSCA's designated physicians. If not, the employee may be responsible for the cost of medical treatment.

To the extent required by C.R.S. 8-14.4-101, et. seq., and as long as the concern is reasonable and in good-faith, the School will not retaliate against, or interfere with, an employee raising reasonable concerns, including informally, to the School, an administrator, other employees, the government, or the public, about workplace violations of government health or safety rules, or a significant workplace health or safety threat; opposing or testifying, assisting, or participating in an investigation or proceeding about retaliation for, or interference with, the above-listed conduct. Further, an employee will be allowed to voluntarily wear their own PPE (mask, faceguard, gloves, etc.) if the PPE provides more protection than equipment provided at the workplace; is recommended by a government health agency (federal, state, or local), and does not make the worker unable to do his/her job.

Legal Refs:

C.R.S. § 8-42-101 et seq. (Workers' Compensation Act)
C.R.S. § 8-42-105 C.R.S. § 8-42-124

Cross Refs:

GBEC - Alcohol/ Drug Free Workplace
GBECA - Controlled Substances and Alcohol Testing

Revision History

Date	Revision Details	Revised By
09/15/2018	Creation	Board, Executive Director
05/07/2025	Revisions	Compliance Officer, HR, Board

Worker's Compensation

Employees who are temporarily absent from work as a result of personal injury incurred in the scope and course of their employment may be entitled to benefits under the Workers' Compensation Act.

Employees who are temporarily certified unable to perform their regular or modified duties by New Summit Charter Academy's designated medical provider as a result of personal injury incurred in the scope and course of their employment with the district shall be deemed to be on medical leave until they are able to resume their duties or a modified duty position.

The compensation provided herein shall be reduced by fifty percent in all benefit areas if it is determined by an administrative law judge: (a) that injury is caused by the willful failure of the employee to use safety devices provided by New Summit Charter Academy; (b) that injury results from the employee's willful failure to obey a rule adopted by New Summit Charter Academy for the safety of the employee; or (c) that injury results from willfully misleading the employer as to the physical ability to perform the job and injury is a result of that physical ability.

Where it is proven that injury results from the presence in the employee's system, during working hours, of not medically prescribed controlled substances or a blood alcohol level at or above 0.10 percent, non-medical benefits shall be reduced by fifty percent.

Any employee found to have submitted a fraudulent claim under workers' compensation shall be subject to dismissal proceedings.

Legal Refs:

C.R.S. § 8-42-101 et seq. (Workers' Compensation Act)

C.R.S. § 8-42-105 C.R.S. § 8-42-124

Cross Refs:

GBEC - Alcohol/ Drug Free Workplace

GBECA - Controlled Substances and Alcohol Testing

EL 2.0 Global Executive Constraint

EL 2.3 Treatment of Staff

Revision History

Date

Revision Details

Revised By

09/15/2018

Creation

Board, Executive Director