

# Hermiston School District 8R

Code: **GBEA**  
Adopted: 7/1/92, 12/7/99  
Revised/Readopted: 7/6/04, 5/3/05  
Orig. Code(s): GBEA, GBEA

## Workers' Compensation Insurance

All employees are covered by Worker's Compensation insurance.

Employees must report any illness or injury to their administrator within 24 hours even though the injury may seem trivial at the time. If the injury is serious enough to necessitate medical attention, it shall be reported to the district human resources department prior to receiving medical attention, except in the case of an emergency.

Any employee who is injured while on duty or becomes ill as a result of performing his/her responsibilities may receive compensation and expenses as prescribed by state law and rules.

When an employee is injured while performing his/her job duties and qualifies for workers' compensation benefits, the employee may:

1. Elect to receive only workers' compensation benefits and not any of his/her accumulated sick leave;  
or
2. Elect to receive workers' compensation benefits and use his/her accumulated sick leave to make up the difference between the amount of the workers' compensation benefits received and his/her normal salary or hourly wage. Accumulated sick leave may be used in this manner until depleted, at which time the employee will be eligible to receive only workers' compensation benefits, if any remain available.

END OF POLICY

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### Legal Reference(s):

[ORS 243.650](#)

[ORS 656.033](#)

[ORS 657.170](#)

[OAR 437-001-0760](#)