

GBG - EMPLOYEE PROTECTION

The School District will indemnify and hold harmless District employees against claims that may be entered against them as a result of carrying out their assigned responsibilities, as provided under RSA 31:105 and 31:106. To protect the District's financial resources, as well, the District will provide for liability coverage for all personnel through policies structured to maintain the statutory immunities as provided in RSA 31:107; professional liability insurance as needed, workers' compensation, and unemployment compensation coverage.

WORKERS' COMPENSATION - All employees of the District are covered by workers' compensation insurance paid for and provided by the District. This insurance coverage is provided for employees in accordance with the provisions of the insurance carrier.

It shall be the responsibility of the School Nurse to maintain a first aid log for work related injury or sickness for employees. The School Nurse shall also supply first aid when on duty and as needed, and assist in the completion of the First Report of Injury Report required for workers' compensation insurance claims. The Superintendent's Office shall be responsible for reporting to the Department of Labor.

UNEMPLOYMENT COMPENSATION - All employees of the District are covered by unemployment compensation insurance paid for and provided by the District. This insurance coverage is provided for all employees regardless of assignment, length of assignment, and/or hours worked per day. Benefits afforded are for wage loss due to temporary unemployment through no fault of the individual, for those who meet eligibility requirements as provided for in state law. District employees with reasonable assurance of employment after a regularly scheduled vacation break are ineligible for benefits during such breaks.

Statutory/Regulatory/Policy/Handbook Cross References

RSA 31:105 (Indemnification for Damages)

RSA 31:106 (Indemnification; Civil Rights Suits)

RSA 31:107 (Purchase of Insurance)

RSA 281-A:2, IX (Definitions)

RSA 281-A:9 (Termination Notices)

RSA 281-A:11 (Self-Insurance for Public Employers)

Annual School District Meeting - March 6, 1976 (Warrant Article 5 and 6)

Handbook (Referenced in Personnel Handbooks)

APPROVED: July 20, 2006

PREVIOUS POLICY: June 11, 1987 "Indemnification of Board Members, Board Officers and Employees"