

<u>Section E:</u> Business Management	Knox County Board of Education Policy		
	Descriptor Term: Workers' Compensation	Descriptor Code:	Issued:
		E-201	7/95
		Reviewed:	Revised:
	1/25	5/23	

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2 The Board previously elected to engage Knox County to provide workers' compensation coverage and
3 administer claims on behalf of Knox County Schools' classified and certified employees by an agreement
4 adopted in 2016. Workers' compensation benefits shall be administered in accordance with Tennessee
5 law.
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7 Knox County Schools and Knox County shall designate a medical panel of three (3) or more independent
8 reputable physicians, surgeons, chiropractors, or specialty practice groups if available in injured
9 employee's community or, if not so available, in accordance with Tennessee law, from which the injured
10 employee shall select one (1) to be the treating physician.
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12 This policy is not intended to supersede or modify the procedures applicable to employees eligible for
13 reasonable accommodation under the Americans with Disabilities Act (ADA) or leave benefits under the
14 Family and Medical Leave Act (FMLA). Inquiries about the ADA or FMLA should be directed to the
15 human resources department (HR).
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17 Knox County Schools defines "transitional work" as temporary, modified work assignments within the
18 worker's physical abilities, knowledge, and skills as determined by the treating physician. When possible,
19 transitional positions will be made available to injured workers to minimize or eliminate time lost from
20 work. Knox County Schools cannot guarantee a transitional position and is under no obligation to offer,
21 create or encumber any specific position for purposes of offering placement to such a position.
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23 In the event an employee refuses transitional work, the employee will not be eligible for continuing
24 temporary total disability benefits beyond the date of the Schools' "transitional work" offer. If the
25 employee refuses transitional work, the employee must use sick or other available leave.
26

27 **TEMPORARY DISABILITY BENEFITS (WAGE REPLACEMENT)**
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29 Disability begins when the authorized treating physician takes an employee off work or transitional work
30 is not available. No compensation shall be allowed for the first seven (7) days of disability resulting from
31 the injury, excluding the day of injury, but if disability extends beyond that period, compensation shall
32 commence with the eighth day after the injury. In the event, however, that the disability from the injury
33 exists for a period as long as fourteen (14) days, then compensation shall be allowed beginning with the
34 first day after the injury. Temporary disability benefits are two-thirds (2/3) of an employee's average
35 weekly wages earned during the 52 weeks prior to the injury.
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37 The Tennessee Workers' Compensation Insurance Posting Notice shall be posted in a prominent place
38 where all employees have access.
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Legal References:

1. T.C.A. § 50-6-204 (3) (A).
2. T.C.A. § 50-6-205(a).

Approved as to Legal Form
By Knox County Law Director 3/18/2024
/Gary T. Dupler/Deputy Law Director