



## **Workers' Compensation and Eligibility**

All Currituck County School employees are covered under Workers' Compensation laws. Approved claims provide for medical expenses and partial income at no cost to you if you are injured or contract an occupational disease in the course and scope of your job. These claims are approved by our Workers' Compensation insurance carriers. Workers' compensation is a benefit and not a requirement.

## **Frequently Asked Questions**

### *1. What should I do if I get injured?*

The employee should notify their supervisor right away that an injury has occurred. An injury report should be filled out as soon as possible thereafter. The employee will need to decide if they need to be seen by an approved medical facility or not.

### *2. What medical treatment facilities am I authorized to go to if I have a workers' compensation injury?*

- Beach Medical Care, Nags Head
- NextCare Urgent Care, Elizabeth City
- Patient First (Battlefield Blvd), Chesapeake
- Patient First (Cedar Road), Chesapeake

*\*The district needs to call ahead of you so make sure you let your nurse know which location you are going to and when.*

### 3. *How can I use my paid leave if I am off work due to a workers' compensation injury?*

You may choose one of the following if you are losing time due to a workers' compensation injury:

- Elect to take earned sick leave during the required waiting period and then begin drawing workers' compensation benefits.
- Elect to take no pay during the required waiting period and then begin drawing workers' compensation benefits.
- Elect to supplement the workers' compensation benefit with the use of partial earned sick leave in accordance with the State Board of Education Workers' Compensation Policy.

### 4. *What is the waiting period?*

There is a stated mandated 7 calendar day waiting period unless the disability continues for more than 21 days. Sick leave or no pay may be used during this time.

### 5. *What is the rate I am paid under workers' compensation?*

Two-thirds (2/3) of your average weekly wage during the 52 weeks prior to the date of injury not to exceed the maximum established by the North Carolina Industrial Commission.

### 6. *What do I need to do to be reimbursed for prescription drugs?*

The insurance carrier will provide you with a form 25P in which the name of the drug, the prescribing doctor, claimant's social security number as well as the receipt is required. A copy of this form can also be obtained from the finance office.

### 7. *Am I reimbursed for travel to and from the doctor?*

The insurance carrier will provide a form 25T for travel reimbursements at the current IRS mileage rate for travel that is 20 miles or more round trip from the point of origin. A copy of this form can also be obtained from the finance office.

8. *How do I pay for my employer sponsored benefits while I am receiving workers' compensation benefits?*

If you are utilizing the partial use of sick leave allowed by the State Board of Education Workers' Compensation policy, you may have enough to cover your benefits while you are out. If not or if you are not utilizing partial sick leave, you will have to bring the finance office a check for our benefits each month. Contact the Benefits Coordinator to make arrangements to pay for your benefits.

9. *What do I do if I receive invoices from my doctor's office regarding my work-related injury?*

Any invoices you receive regarding your workers' compensation claim should be sent to the Workers' Compensation Administrator in the finance office.