

Raymond School District Policy - GBG

EMPLOYEE PROTECTION

The School Board 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 Board will provide for liability coverage for all personnel through policies structured to maintain the statutory immunities as provided in RSA 31:507:B; professional liability insurance as needed, workers' compensation, and unemployment compensation coverage.

Workers' Compensation

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

Unemployment Compensation

All employees of the Board are covered by unemployment compensation insurance paid for and provided by the Board. 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.

Assault on an Employee

A job related assault occurs when an employee is physically attacked while the employee is engaged in his or her duties as an employee at a work site. The employee will be assisted by the building principal or other appropriate person to the extent possible with the following:

1. Receiving appropriate medical attention
2. Reporting the incident to and filing charges with the appropriate police agency, detailing the incident, supplying witnesses names, etc.
3. Reporting the incident to the insurance agent so industrial insurance procedures can be initiated.

The district will arrange an initial conference with an attorney selected by the district at the district's expense. The attorney will provide the employee with information and/or direction in regard to the following:

1. Filing the complaint with police
2. Criminal trial procedure

3. Availability of civil remedies, including lawsuits
4. Sources for locating an attorney to represent the employee in any civil remedy pursued

Upon receipt of a request, the district will provide the employee's designated union affiliate, if applicable, with information pertaining to an assault on one of its members; however, no information of a confidential nature will be released without written consent of the employee.

Upon receipt of a request, the union affiliate will provide the district information pertaining to an assault on one of its members; however, no information of a confidential nature will be released without written consent of the employee.

Statutory Reference:

RSA 31:105, 106, & 507-B

Adopted: April 1979

R/R: 7/2/92

Revised: August 1, 2002