

# POLICY

## Queen Anne's County Public Schools

POLICY TITLE: Workers Compensation	
ADOPTION/EFFECTIVE DATE: Readopted: July 7, 1993 Reformatted: October 9, 2013	
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY: Personnel  Amendment:	

### A. Purpose

To establish the parameters of Workers Compensation coverage.

### B. Policy Statement

All employees of the school system are covered under the Workers Compensation Act while on duty, but not to and from school.

### C. Rationale

Workers' compensation is a no-fault law, meaning that it is irrelevant whether the employer was not negligent or whether the employee was negligent. The rationale behind a no-fault workers' compensation system can be illustrated by imagining what would happen without it. Without workers' compensation, society would have essentially two different options in dealing with this injured worker. It could decline any assistance or provide government assistance. With workers' compensation, the injured worker receives an income and payment for medical care from a private source rather than at government, or taxpayer, expense.

### D. Definitions

None

### E. Implementation guidelines

The Superintendent is authorized to develop regulations and procedures to implement this policy.

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### **F. Evaluation**

The Superintendent will provide the Board of Education a review of this policy in 2017. The focus of this review will be the effectiveness of the elements of this policy in assisting the Board in fulfilling its mission.

### **G. References**

Maryland Labor and Employment Code Annotated 9-101 et seq  
COMAR Title 14, 9.01.01 et seq