

## EMPLOYEE INJURY ON THE JOB

When an employee becomes seriously injured on the job, the employee's supervisor will notify a member of the family, or an individual of close relationship, as soon as the employee's supervisor becomes aware of the injury.

If possible, an employee may administer emergency or minor first aid. An injured employee shall be turned over to the care of the employee's family or qualified medical employees as quickly as possible. The school district is not responsible for medical treatment of an injured employee.

It shall be the responsibility of the employee injured on the job to inform the superintendent and fill out an accident report with the school nurse within twenty-four hours of the occurrence. It shall be the responsibility of the school nurse to file an accident report within twenty-four hours after the employee reported the injury.

It is the responsibility of the Human Resource Director to file worker's comp claims.

Legal Reference: Iowa Code §§ 85; 279.40; 613.17 (2013).  
1972 Op. Att'y Gen. 177.

Cross Reference: 403 Employees' Health and Well-Being  
409.2 Licensed Employee Personal Illness Leave  
414.2 Classified Employee Personal Illness Leave

**Adopted:** 03/15/1999  
**Reviewed:** 03/11/2002; 10/11/2004; 09/29/2008; 02/11/2013; 02/13/2017  
**Revised:** 04/08/2002; 12/13/2004; 10/13/2008; 02/25/2013; 02/13/2017