

Workers' Compensation and Leaves

Executive Summary

Since July 1, 2025, the district has effectively managed workplace injuries, with most cases handled internally through early intervention and minimal external medical care.

The Benefits Team supported 239 leave requests, ensuring compliance and timely guidance for Family Medical Leave, Temporary Disability, and Assault Leave. These efforts demonstrate the district's commitment to employee health, workplace safety, and efficient use of resources.

Workers' Compensation

From July 1, 2025, through February 28, 2026, the district managed a significant number of workplace injury reports, with most incidents requiring minimal or no external medical intervention.

Incident Statistics

- **Report Only (No Treatment Needed):** 490
- **Medical Attention Required:** 171
 - **Internal Treatment (Clinic):** 141
 - **External Treatment (Outside Providers):** 30
- **Employees Assessed by Campus Nurses:** 435

Key Takeaways:

- Majority of incidents were minor and handled internally.
- Effective early intervention and care management reduced the need for external medical treatment.
- Strong cost containment through utilization of the Employee Health and Wellness Centers.

Additional Safety & Support Measures

- Regular **safety audits** identify and mitigate potential workplace risks.
- Robust **return-to-work program** supports safe transition back to work, minimizing lost time.
- **HR collaboration:** Benefits Team provides guidance on fitness-for-duty and workplace accommodation.

Employee Leaves (July 1, 2025 – February 28, 2026)

The Benefits Team supports employees and supervisors in managing medical leaves of absence, including **Family and Medical Leave (FML)**, **Temporary Disability Leave**, and **Assault Leave**. This process ensures compliance, proper documentation, and clear communication across all parties.

Workers' Compensation and Leaves

Leave Requests Processed

- **Total Requests:** 239
 - **Maternity & Baby Bonding:** 85
 - **Employee's Serious Medical Condition:** 131
 - **Serious Medical Condition of Immediate Family Member:** 23

Benefits Team Responsibilities

- Collect and review medical documentation from healthcare providers.
- Approving eligible leave requests.
- Notify campuses, departments, and personnel.
- Assist employees with leave entry and tracking.
- Provide guidance on available benefits and leave options.

Key Takeaways:

- Ensuring compliance with policies and regulations.
- Provides timely support to employees and supervisors.

Glossary of Terms

Administrative Services Only (ASO): An agreement employers use when they fund their employee benefit or workers' compensation plan but hire a vendor to administer it.

Assault Leave: Paid leave entitlement (Texas Education Code § 22.003) for school district employees physically assaulted during their duties.

Family and Medical Leave Act (FMLA): A U.S. federal law providing eligible employees with up to 12 weeks of unpaid, job-protected leave per year, while maintaining group health benefits. It covers serious health conditions, bonding with a new child, or family military deployment, applying to public agencies and companies with 50+ employees

Temporary Disability Leave (TDL): A job-protected, unpaid leave lasting up to 180 calendar days for serious health conditions or pregnancy, required by Texas Law (Texas Education Code § 21,409) for certified staff. It runs concurrently with the FMLA and applies to continuous, not intermittent, leave. It is mandatory to report absences exceeding 5 days due to personal illness.