

## PELHAM SCHOOL DISTRICT POLICY GBG – EMPLOYEE PROTECTION

*Category: Recommended*

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 31:107; 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.

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### **District Policy History:**

*Adopted: April 06, 2006*

### **Legal References:**

*RSA 31:105, Indemnification for Damages*

*RSA 31:106, Indemnification; Civil Rights Suits*

*RSA 31:107, Purchase of Insurance*

*RSA 281-A:2, IX, Definitions*

*RSA 281-A:9, Termination Notices*

*RSA 281-A:11, Self-Insurance for Public Employers*