

## Frequently Asked Questions Regarding Workers' Compensation

1) *How can I use my paid leave if I am off work due to a workers' compensation injury?*

If you lose time from work due to a workers' compensation injury, you may choose one of the following:

- Elect to take earned sick leave during the required waiting period and then begin drawing workers' compensation benefits.
- Elect to receive no pay during the required waiting period and then begin drawing workers' compensation benefits.
- Elect to supplement the workers' compensation benefits with the use of partial earned sick leave in accordance with the State Board of Education Workers' Compensation Policy

2) *What is the waiting period?*

No compensation shall be paid for the first seven (7) calendar days of disability unless the disability continues for more than 21 days. Sick leave may be used for the first seven (7) days.

3) *What is the rate I am paid under workers' compensation?*

Two-thirds (2/3) of your average weekly wage during the 52 weeks preceding the date of injury, not to exceed the maximum established by the North Carolina Industrial Commission.

4) *Who provides my medical treatment under workers' compensation?*

You will be referred to a workers' compensation management network physician by your employer. You may not change doctors unless you are referred to another physician by the last treating workers' compensation managed care network physician or obtain approval from the CMS Workers' Compensation office and/or the N.C. industrial commission.

5) *Are nursing services provided under workers' compensation?*

Nursing services are provided only at the request of the treating physician. Housekeeping services in your home and/or child care are NOT considered nursing services.

6) *What do I need to do to be reimbursed for prescription drugs?*

All prescription drugs must be on Form 25P, giving the name of the doctor, name of the drug, claimant's social security number and receipts attached before reimbursement can be made.

7) *Am I reimbursed for travel to and from the doctor?*

Employees are entitled to mileage for medical treatment at the rate of \$0.485 cents per mile beyond a 20 mile radius (round trip) from the point of origin. Form 25T must be completed for reimbursement.

8) *Will I have to pay back my workers' compensation benefits?*

If you are involved in an accident caused by a third party, and you collect from the third party or their insurance company, you will be held personally responsible for repaying the Charlotte-Mecklenburg School System for the money spent on your claim.

9) *Where do I go for more information?*

You can visit the North Carolina Industrial Commissions website at [www.comp.state.nc.us](http://www.comp.state.nc.us) for more information regarding your rights and responsibilities for workers' compensation.