



Simsbury Public Schools

933 Hopmeadow Street

Simsbury, Connecticut 06070

*Burke LaClair ~ Business Manager
Simsbury Board of Education*

April 5, 2013

TO: Employees of the Simsbury Public Schools
FROM: Burke LaClair, Business Manager
RE: Clarification of Workers' Compensation Insurance Coverage

The Board of Education provides Workers' Compensation Insurance Coverage, as required by state statute, to cover all our employees in case of "personal injury" to an employee "arising out of and in the course of his/her employment" with the Board of Education. Details and definitions regarding the state statute Section 31-275 (Workers' Compensation Act as amended to January 1, 2003) can be accessed via the internet at:

<http://www.wcc.state.ct.us/law/wc-act/2003/31-275.htm>

In the past, concerns and questions have been raised regarding whether or not workers' compensation insurance coverage includes "voluntary" participation in activities. Under the Workers' Compensation Act, "personal injury" shall not be construed to include "an injury to an employee which results from his/her voluntary participation in an activity the major purpose of which is social or recreational, including, but not limited to athletic events, parties and picnics, whether or not the employer pays some or all of the cost of the activity."

However, for employees of boards of education, "personal injury or injury" includes injuries to employees of local or regional boards of education resulting from participation in a school-sponsored activity, but does not include any injury incurred while going to or from such activity. As used in this clause, "school sponsored activity" means any activity sponsored, recognized or authorized by a board of education and includes activities conducted on or off school property and "participation" means acting as a chaperone, advisor, supervisor or instructor at the request of an administrator with supervisory authority over the employee. The key element here is that "participation" means supervision.

Although injuries to our employees are unfortunate, workers' compensation insurance coverage is provided through CIRMA as required by state statute for work related injuries to our employees. Claims are investigated by licensed claim adjusters and ultimately arbitrated by the CT State Workers' Compensation Commissioner on a case-by-case basis. Medical insurance coverage is also provided through the Board of Education in conjunction and cooperation with our employees in the case of illness or injury to our employees that are deemed not work-related.

Contact my office if you have questions.

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