

Frequently Asked Questions

How am I paid for my first seven days off work due to my work-related injury?

- According to the Texas Department of Insurance, Division of Workers' Compensation (DWC) regulations, the Plano Independent School District does not pay injured workers for the first seven days off work. However, you may choose to use your accrued leave for the first seven days as explained in PISD board policy CRE(LEGAL).

After the seventh day of absence, the Plano ISD self-insured workers' compensation fund will pay me 70-75% of my average weekly wage, subject to the maximum and minimum amounts established by law. Will I receive any other income?

- If you have accrued leave days, you may choose to use these to help offset your absence.

What is an offset?

- According to PISD Board policy CRE(LEGAL), you may choose to receive accrued leave in an amount equal to the difference in the weekly workers' compensation benefits and the salary you were receiving before the injury, with a proportionate deduction in your accrued leave balance. For example, if you are receiving 75% from the workers' compensation fund, you can have 1/4th of a leave day deducted from your leave balance. The object is to receive the same amount you received prior to your injury.

May I use the leave pool for my workers' compensation absence?

- No. The leave pool is only for personal or family sick leave.

I can't pay my bills and buy food on the weekly funds received from workers' compensation benefits. Is there anything else I can do?

- You may call (469)752-4753, or e-mail crisisfund@pisd.edu to see if your situation allows you to receive funds from the Employee Crisis Fund, established to help school employees who have financial needs.

Does the Plano ISD have a company doctor?

- No.

How is payment for my health care premiums affected when I miss work due to a workers' compensation injury?

- If your regular paycheck is not large enough or you do not receive a regular paycheck to deduct some or all of your health care premiums, the benefits and risk management department will send you a bill for the amount due. If you do not make the payment within the 30-day window, the coverage is terminated. You may call Nikki James, employee benefits manager, at (469)752-4760 for information regarding your health benefits.
- According to PISD Board policy CRD(LOCAL), the district will continue to make a benefit contribution during employment, until the date of final payment of any weekly workers' compensation benefits not to exceed 104 weeks, at which time you will be offered COBRA benefits by the district, as required by law.

Is my teacher retirement paid while I am off for a work-related injury?

- No. Teacher Retirement funds are only paid when you are receiving a payroll (salary) check from which TRS funds can be deducted.

Does Plano ISD retrain me?

- No.

Once I have received all benefits from workers' compensation and still cannot return to my job, are there any other resources available to me?

- You are always welcome to apply for a transfer within the school district to see if you might be able to do other work.