

## **EMPLOYEE PROTECTION**

The Franklin School District 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 Franklin School District 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 Franklin School District are covered by workers' compensation insurance paid for and provided by the Franklin School District. This insurance coverage is provided for employees in accordance with the provisions of the insurance carrier.

### **Unemployment Compensation**

All employees of the Franklin School District are covered by unemployment compensation insurance paid for and provided by the Franklin School District. 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.

### **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*

***Legal References Disclaimer:*** *These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.*