



MINNEAPOLIS
PUBLIC SCHOOLS

Urban Education. Global Citizens.

2019-2021
MFT Local 59
DISTRICT PROPOSAL
Date Passed – October 10, 2019

ARTICLE 10 – Personal Injury/Property Benefits

- 10.1 Reimbursement Resulting from Assault:** The District shall reimburse teachers for the cost of replacement or repair of personal property damaged or destroyed as a result of student assault while the teacher is engaging in the performance of their duties. The maximum reimbursement is \$250 per incident based on original receipts, a police report number, and an incident report. In the absence of a police report, verification by an administrator shall be acceptable.
- 10.2 Reimbursement Damage to Vehicle:** The District shall reimburse teachers for the cost of reimbursement for loss, damage or destruction of personal motor vehicles on District property or while a teacher is in the performance of District business as verified by the principal or supervisor and police report. In the case of motor vehicles, reimbursement shall not include personal property that is stolen or damaged unless the theft accompanies a personal assault upon the teacher. Reimbursement shall not exceed \$500 per incident (including personal property, if eligible). The teacher must submit original receipts, a police report number, and an incident report to receive reimbursement. In the absence of a police report, verification by an administrator shall be acceptable.
- 10.3 Personal Injury:**
- ~~10.4~~ If teachers are injured as the result of a student assault while engaged in the performance of their duties, the District shall reimburse the teacher for necessary medical, dental, hospital and surgical expenses in excess of those expenses covered by the District's insurance and/or workers' compensation.
- 10.54 Workers' Compensation Benefits:** A reasonable loss of time, not to exceed fifty-two (52) weeks from the date of injury, resulting from an injury due to an assault on a teacher by a student, parent or other individual that occurs while the teacher is engaging in the performance of their duties shall not be deducted from unused sick leave. In such cases, the District shall pay the difference between the teacher's workers' compensation benefits, or other benefits being received by the teacher, and the salary they would otherwise be receiving as a teacher. In the event that workers' compensation initially denies the teacher's claim, the District shall reimburse the teacher, upon clearing the claim, for sick leave that may have been used while the claim was under consideration or in dispute. Medical certification regarding absences must be provided to access benefits under this provision.
- 10.65 Basis of Payment:** Any reimbursement made on this article is a gratuitous payment and does not indicate that the District has accepted liability for the incident.