

Personnel

Temporary Modified/Light-Duty Assignment

Any employee who suffers an injury or illness shall provide the district with medical verification of his/her physical condition. Unless the treating physician provides a full release from work, the employee may be considered eligible for a temporary modified or light-duty assignment. If the treating physician does not specify work restrictions, the Superintendent or designee may contact the physician to see if modified or light-duty work might be appropriate.

(cf. 4157.1/4257.1/4357.1 - Work-Related Injuries)

The Superintendent or designee shall meet with the employee and his/her supervisor to determine whether the employee can return to his/her regular job with the medical restrictions specified by the physician.

If the employee is not able to return to his/her regular job with restrictions, the Superintendent or designee may seek a temporary modified or light-duty assignment for the employee. Employees who are given such assignments shall receive written notification of the assignment.

Work consistent with temporary medical restrictions will be assigned for up to 90 calendar days or until the employee is sufficiently recovered to return to their original job, whichever occurs first. At the District's discretion, the 90-day period of time may be extended. Temporary work assignments will be within the employee's department. However, the District may provide light duty outside of the employee's department.

If an employee has not fully recovered at the end of the maximum period, the employee may be placed on temporary disability, sick leave, or other available leave to the extent available until the medical restrictions are lifted. No temporary work assignment described or covered under these guidelines is intended or offered as a permanent assignment.

If no temporary modified or light-duty assignment can be found, the employee will be placed on temporary disability, sick leave, or other available leave to the extent available until an appropriate position within the medical restrictions is found, or until the medical restrictions are lifted. The Superintendent or designee shall also monitor the status of any employee for whom the physician provided a full release from work to see if the employee could return to a temporary modified or light-duty assignment at a later date.

(cf. 4161.11/4361.11 - Industrial Accident/Illness Leave)

(cf. 4261.11 - Industrial Accident/Illness Leave)

AR 4213.4 (b)

In the event of a work related injury, if an employee rejects a temporary modified or light-duty assignment, this refusal may provide a basis for terminating temporary disability benefits.

The Superintendent or designee shall monitor all modified and light-duty assignments and may contact the physician for assistance in determining when the employee is ready to resume his/her regular duties.

Regulation Approved: March 23, 1987

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