

**TEMPORARY MODIFIED/LIGHT-DUTY ASSIGNMENT**

Any employee who suffers a work-related injury 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.

Under the program guidelines, temporary modified or light-duty assignments shall be designed to accommodate medical restrictions specified by the employee's physician. Injured employees will generally receive their initial medical treatment from one of the District's approved medical facilities or physicians. If the physician determines an employee is physically able to perform the functions of the regular job with only slight restrictions, the individual will be returned to that position. Should the physician notify the District that the employee is not able to perform the regular duties of the position and recommends temporary modified or light-duty work, the Superintendent or designee will consult with the employee's supervisor, then propose to the physician possible assignments the employee may perform in light of the injury. Upon review of the physical demands of the temporary assignment, if appropriate, the physician will approve placement of the injured employee based upon the availability of work, the estimated length of the employee's healing period, or the need to move to a more demanding assignment progressing to the employee's normal job. In the case of lengthy disabilities, the injured employee may be assigned to progressively more difficult assignments over a period of time until full recovery is attained. Employees who are given such assignments shall receive written notification of the assignment. Only one eight (8) week temporary modified or light-duty assignment will be provided per industrial injury, regardless of the length of time the claim is open. 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.

Transitional assignments are intended to address short-term medical restrictions. The assignments may include work in the same job classification or a different job classification at the employee's regular salary rate. An injured employee may remain in the District's temporary modified or light-duty assignment program for a maximum of six (6) months. If the injured employee is not able to return to the regular position at the end of the six-month period, the employee will be removed from the program and other options will be explored, including but not limited to, terminating employment and providing vocational rehabilitation benefits.

If the employee is not able to return to his/her regular job with restrictions, the Superintendent or designee shall seek a temporary modified or light-duty assignment for the employee. 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

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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)

If an employee rejects a temporary modified or light-duty assignment, this refusal may provide a basis for terminating temporary disability benefits.

Reference: Education Code Sections 44984 and 45192

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