

TEMPORARY MODIFIED/LIGHT-DUTY ASSIGNMENT

The Board of Trustees recognizes that when employees suffer work-related injuries, modified or light-duty assignments minimize lost time and may serve to facilitate the transition back to the employee's regular duties or full-time work. Whenever possible, the Superintendent or designee shall offer such employees this kind of temporary assignment. Therefore, it is the policy of the Board of Trustees that employees who have sustained industrial injuries or illnesses and are physically able to perform light duty or modified work, must participate in the District's temporary modified/light-duty assignment return-to-work program.

Modified or light-duty assignments shall be designed to accommodate medical restrictions specified by the employee's physician. The assignments may include work in the same job classification or a different job classification at the employee's regular salary rate.

Modified or light-duty assignments are intended to address short-term medical restrictions and will normally extend for less than eight weeks duration. These assignments shall not be used as a means to establish new assignments or displace other employees. Employees refusing to participate in the program upon being released to do so shall forfeit temporary disability payments.

Reference: Education Code Sections 44984 and 45192

Policy adopted: September 6, 2005