

RETURN TO WORK AND LIGHT-DUTY ASSIGNMENTS

The RSU # 14 Board of Directors believes that it is in the best interest of both RSU # 14 and its employees who have suffered workplace injuries or illnesses to return to the work environment as soon as possible. Further, the Board recognizes the need for a program to effectively manage workers' compensation costs throughout the system, while conserving its most valuable resources – the skills, knowledge and experience of its employees. To that end, the Board supports the establishment of a return-to-work program, including temporary modified or “light work” assignments, whenever appropriate, to minimize lost time and facilitate an employee’s transition back to regular or full-time work.

Modified or light-duty assignments, including modified work schedules, will be designed to accommodate job restrictions specified by the health care provider or providers designated by the employer. Modified or light-duty assignments are intended to address short-term medical restrictions and are not to be used as a means to establish new assignments or displace other employees.

The Superintendent or his/her Designee shall be responsible for developing administrative procedures to implement a return-to-work program, including provisions for monitoring of modified duty assignments by the employee’s supervisor, healthcare provider, the School District’s Workers’ Compensation Coordinator, and the workers’ compensation insurance claims adjuster.

Cross-Reference: Family Care Leave (File Code: GBO)
 Family and Medical Leave (File Code: GBN)

First Reading December 21, 2011

Second Reading January 25, 2012