GBGE - Return to Work and Light Duty Assignments

GBGE - Return to Work and Light Duty Assignments

The Board of Directors of MSAD #35 believes that it is in the best interest of both the school system and 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 comprehensive 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 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 system Workers' Compensation Coordinator and the workers' compensation insurance claims adjuster.

Policy Adopted: March 1, 2006

Revision #3
Created 2022-03-17 14:28:40 UTC by Reilly Greenlaw
Updated 2023-03-16 17:06:10 UTC