

## **TEMPORARY MODIFIED/LIGHT-DUTY ASSIGNMENTS**

The RSU #23 School Department Board 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 RSU #23 School Department Board recognizes the need for a program to effectively manage the worker's compensation costs throughout the system, while conserving its most valuable resources – the skills, knowledge and experience of its employees. To that end, the RSU #23 School Department Board supports the establishment of a return-to-work program, including temporary modified or “light duty” 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 a new assignment or displace other employees.

The Superintendent or designee shall be responsible for developing procedures to implement a return to work program, including provisions for monitoring of modified duty assignment by the employee's supervisor, health care provider, the school system's Human Resources department and the worker's compensation insurance claim adjuster.

Adopted: 1/8/14