

**Section G: PERSONNEL**

**GBGE Return to Work and Light Duty Assignments**

Region 8 believes that it is in the best interest of both the school district and its employees who have suffered workplace injuries or illnesses to return to the work environment as soon as possible. Further, Region 8 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, Region 8 supports the establishment of a comprehensive return-to-work program, including temporary modified or "light duty" 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 to displace other employees.

Cross Reference: GBGE-R Procedures: Return to Work and Light Duty Assignments

First Reading: 3/22/06  
Second Reading: 4/26/06  
Adopted: 4/26/06  
Reviewed: 5/13/15