

**Greater Albany SD 8J
Board Policy**

Code: **GCBDB/GDBDB**
Adopted: 11/22/93
Revised/Readopted: 3/12/01
Orig. Code(s): BP 1705

Early Return to Work

It is the goal of the district to return ill or injured employees to work as soon as possible. The district will determine whether reasonable accommodations are appropriate that would provide a light/modified duty program to these employees who are currently unable to perform their essential job functions with temporary work during the period of medical recovery. Reasonable accommodations must not result in an undue hardship on the district.

If an employee cannot be reasonably accommodated in his/her current job, the district will review alternative assignments. The employee, if qualified, will be offered an available vacant position with or without reasonable accommodations. If no other assignment is possible, the district will provide unpaid leave if recovery is on-going and sick leave is exhausted. Unpaid leave will be provided in accordance with Oregon law.

Employees eligible to participate in this program are those employees with an accepted disabling Oregon workers' compensation claim. The human resources department/risk manager will coordinate the employee's participation in the light/modified duty program with the supervisor, physician, employee and insurance carrier. Administrative rules will describe the procedures involved in the program.

END OF POLICY

Legal Reference(s):

[ORS 659.415](#)
[ORS 659.420](#)

[OAR 436-110-0001 to -0500](#)

Americans with Disabilities Act of 1990, 42 U.S.C. Section 12101 et seq. 29 CFR Part 1630