

# Clackamas Education Service District

Code: **GCBDB/GDBDB**  
Adopted: 9/18/96  
Readopted: 05/20/09  
Orig. Code(s): 2400

## Early Return to Work

In the event an employee suffers an on-the-job injury or illness and is unable to return to his or her regular work immediately, CESD will provide temporary light duty work assignments as needed by the employee, required by their medical condition, and as appropriate modified duty tasks are available. Light duty, early return to work assignments are designed to be temporary only.

CESD will maintain current job descriptions for each position. Physical requirements and essential functions for appropriate job categories will be established.

The superintendent or designee will develop administrative regulations as necessary to implement this policy.

END OF POLICY

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### Legal Reference(s):

[ORS 659A.043](#)

[ORS 659A.046](#)

[OAR 436-110-0001 to -0900](#)

[OAR 581-024-0240](#)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).

### Cross Reference(s):

ACA - Americans with Disabilities Act

GAB - Job Descriptions