

# Springfield School District 19

Code: **GCBDB/GDBDB**  
Adopted: 11/05/01  
Readopted: 4/23/07  
Orig. Code(s): GCBDB/BEBDB

## Early Return to Work

It is the policy of the Board to return disabled workers to employment at the earliest date possible after an occupational injury or illness. This program will apply to all workers and will be followed whenever appropriate.

The superintendent or designee will develop procedures for this program to assist workers who are not medically stationary, but who are in the process of recovering from an occupational injury or illness and who have temporary restrictions in their physical activities. This program is not intended to cover a worker who has been determined to be medically stationary and is seeking reinstatement.

END OF POLICY

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### Legal Reference(s):

[ORS 659A.043](#)

[ORS 659A.046](#)

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

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):

GAB - Job Descriptions