

Temporary Modified/Alternative Duty Program

Definition

The district has implemented a comprehensive Temporary Modified/ Alternative Duty Program to assist employees recovering from injury/illness to return to gainful and productive employment. The district, wherever possible, shall provide reasonable, temporary, modified assignments, not to exceed 60 days. The modification is to be made within the employee's physical/mental capacity as outlined by the physician's guidelines, and the assignment should not jeopardize the wellness or safety of the employee or coworkers.

The Superintendent or designee shall maintain responsibility for compliance under the Education Code, Workers Compensation Law and applicable State and Federal mandates.

Temporary Modified/Alternative Duty Program is applicable to all divisions, departments and units, within the district, with all levels of management participating in facilitating the early return to work of the employee as well as supporting the wellness of the injured/ill employee. The Superintendent, or designee, shall provide reasonable steps to train and communicate the policy by appointing a Temporary Modified/Alternative Duty Task Force, with a member from Human Resources, Benefits, Risk Management and Workers Compensation to represent the district in facilitating services/benefits for the qualified injured/ill employee.

When a request for modified/alternative duty assignment is made, the district shall first consider modified assignments in the employee's current position, within the reasonable scope of the regular assignment; however, if this is not possible, the district can assign work-out-of class at another site on a temporary basis. Assignments are based on the employee's ability to perform the temporary duties and physical demands required. Assignments shall not be punitive in design and should not be considered a promotion. The district has the right to require the employee to perform modified/alternative duties within the scope permitted and approved by the physician. Should the employee refuse to participate in the approved, defined duties, it would be the same as the employee refusing to perform their regular assigned duties.

At the time a reasonable, temporary, modified/alternative duty assignment is agreed upon, by the affected parties and provided to the employee, the employee is expected to cooperate with district representatives and perform under the same rules and regulations as under unmodified circumstances and exercise due care in the performance of daily assignments. The site supervisor shall communicate with the employee and the district representative regarding any changes or problems that might develop.

Regulation FRESNO UNIFIED SCHOOL DISTRICT

approved: September 9, 1998 Fresno, California