

### **Temporary Modified/Alternative Duty Program**

In recognizing the inherent value and contribution of each employee, the Governing Board hereby expresses its intent to return active injured/disabled workers to gainful employment with the district.

With the understanding that employees' safety and well being is an ongoing goal of the Governing Board, the Board believes that a Temporary Modified/Alternative Duty Program is a prudent methodology to implementing this policy. It is also the Board's belief that a Temporary Modified/Alternative Duty Program enhances mental and physical healing, thereby, shortening the period of time an injured/ill employee is off the job.

The Board, in accepting its responsibility, requires that all levels of management adhere to the responsibility of encouraging and assisting an employee's return to the workplace as soon as it is safe to do so without jeopardizing the employee's health. Furthermore, all levels of management shall cooperate in modifying employees' duties, whenever possible, to the extent that an employee recuperating from an injury/illness may return to work and be permitted to perform modified/alternative duties on a temporary basis.

In order to comply with the intent and provisions of all applicable laws, the Board authorizes and fully supports a comprehensive district-wide Temporary Modified/Alternative Duty Program.

Legal Reference:

EDUCATION CODE

44984 Required rules for industrial accident and illness leave

45192 Industrial accident and illness leave for classified employees

Policy FRESNO UNIFIED SCHOOL DISTRICT

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