

REEDSPORT SCHOOL DISTRICT

POLICY: EARLY-RETURN-TO-WORK PROCEDURES

CODE: GCBDB

In order to minimize serious disability due to on-the-job injuries and to reduce workers' compensation costs the Reedsport School District has developed procedures to deal with time loss claims in which the worker can be offered light duty or modified work, temporarily.

Light duty jobs will be identified after obtaining and examining the injured worker's physical limitations or restrictions. "Light duty" might be the worker's regular job, modified by removing heavier tasks and reassigning these to other workers; a different regular job currently existing at the workplace; or a job that is specifically designed around the worker's restrictions.

A light duty job offer will be made only when the work is available and of benefit to the district. The light duty job, if offered, will end with the date the worker receives a regular release, and may be ended at any time if there is no longer a need for the light duty work. Each case will be assessed individually based on need. Light duty and modified work may not necessarily be the same as that of the regular job.

On-the-job injuries and occupational diseases will be handled by a team consisting of the injured worker, his or her supervisor, the superintendent/business manager or designee, the insurance company and the injured worker's physician. The team approach is the most effective method for achieving a return to productive work at the earliest opportunity. Responsibilities of the injured worker, the supervisor and the superintendent/business manager are outlined in the following pages.

END OF POLICY

Legal References: OAR 436-110-0001 to -0900

Adopted: 05/18/94

SEE GDBDB

Policy19/GCBDB
ck/12/18/01