

All Personnel

BP 4113.4  
4213.4  
4313.4

## TEMPORARY MODIFIED / LIGHT-DUTY ASSIGNMENT

The Governing Board recognizes that when employees suffer work-related injuries, modified or light-duty assignments minimize lost time and may serve to facilitate the transition back to the employee's regular duties or full-time work. Whenever possible, the Superintendent or designee shall offer such employees this kind of temporary assignment.

*(cf. 4157.1/4257.1/4357.1 - Work-Related Injuries)*

Modified or light-duty assignments shall be designed to accommodate medical restrictions specified by the employee's physician. They may include work in the same job classification or a different job classification at the employee's regular salary rate.

Modified or light-duty assignments are intended to address short-term medical restrictions and will normally extend for less than eight weeks' duration. These assignments shall not be used as a means to establish new assignments or displace other employees.

*Legal Reference:*

EDUCATION CODE

*44984 Required rules for industrial accident and illness leave*

*45192 Industrial accident and illness leave for classified employees*

Policy  
Adopted: September 11, 2000

**BREA OLINDA UNIFIED SCHOOL DISTRICT**  
Brea, California