

**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

Originator: Assoc. Superintendent, PSS

Issue No: 1

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Reference:

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.1 GENERAL PERSONNEL PRACTICES

**SECTION 4.104A RETURN-TO-WORK PROGRAM FOR INJURED EMPLOYEES WITH
TEMPORARY DISABILITIES**

It is the intent of the Board of Education to support a return to work program for injured employees that is consistent with California workers' compensation laws, disability regulations, Board policy, and all applicable collective bargaining agreements.

The Board desires that eligible employees be encouraged to return to work in temporary, transitional assignments, either in their normal position with minor modifications or in suitable alternative duties outside of their regular position. Such assignments shall be of short duration, typically lasting a few days to a maximum of three months, and shall not be used as a means to establish new positions or displace other employees.