

The Monhegan School Committee believes that it is in the best interest of both the school system and employees who have suffered workplace injuries or illnesses to return to the work environment as soon as a physician has approved the employee's return to duty. The Committee recognizes the need for a program to effectively manage workers' compensation costs throughout the system, while conserving its most valuable resources - the skills, knowledge and experience of its employees. To that end, the Committee supports the establishment of a return-to-work program, including temporary modified or "light work" assignments, whenever appropriate, to minimize lost time and facilitate an employee's transition back to regular or full-time work.

Modified or light-duty assignments, including modified work schedules consistent with the needs of students, will be designed to accommodate job restrictions specified by the employee's physician. Modified or light-duty assignments are intended to address short-term medical restrictions, and are not to be used as a means to establish new assignments or displace other employees.

The Superintendent or designee shall be responsible for developing administrative procedures to implement a return-to-work program, including provisions for monitoring of modified duty assignments.

Adopted: 06/19/06 by J. Boegel, M. Chioffi, & J. Stevens