

MIDDLETOWN UNIFIED SCHOOL DISTRICT

Policy 4313.4: Temporary Modified/Light-Duty Assignment

Original Adopted Date: 1/17/2024

The Governing Board recognizes that, when employees have temporarily disabling medical conditions, temporary modified or light-duty assignments can allow the district to continue to use their valuable knowledge, skills, and abilities while minimizing time away from work. Temporary modified/light-duty assignments may also serve to facilitate the employee's transition back to his/her regular duties or full-time work.

Any employee may request a modified or light-duty assignment when he/she has a temporary medical condition which prevents the performance of the essential functions of his/her current assignment or position. The Superintendent or designee shall determine, on a case-by-case basis, whether a suitable temporary position currently exists to accommodate the physical restrictions specified by the employee's medical provider.

An employee's initial assignment to a temporary modified or light-duty position shall be for a limited duration, not to exceed 30 days. At the end of the initial assignment, the employee may request that the Superintendent or designee extend the assignment. When requesting any such extension, the employee shall submit documentation from his/her medical provider verifying that the employee is still temporarily disabled and is not medically able to return to his/her regular assignment. Temporary assignments generally shall not exceed 90 days, but may be extended at the discretion of the Superintendent or designee for an additional 90 days upon verification by the employee's medical provider that such an extension will allow the employee to return to unrestricted regular duties.

An employee who rejects a temporary modified/light-duty assignment may be subject to a loss of workers' compensation benefits in accordance with district's insurance policy.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

Ed. Code 44984

Ed. Code 45192

Gov. Code 12900-12996

Gov. Code 12945.1-12945.2

Federal

29 USC 2601-2654

42 USC 12101-12213

Management Resources

Court Decision

Website

Description

[Required rules for industrial accident and illness leave](#)

[Industrial accident and illness leave for classified employees](#)

[Fair Employment and Housing Act](#)

[California Family Rights Act](#)

Description

Family Care and Medical Leave Act

Americans with Disabilities Act

Description

Raine v. City of Burbank, (2006) 135 Cal.App.4th 1215

[CSBA District and County Office of Education Legal Services](#)

Website [California Civil Rights Department](#)

Website [U.S. Equal Employment Opportunity Commission](#)

Cross References

Code	Description
0470	COVID-19 Mitigation Plan
3530	Risk Management/Insurance
3530	Risk Management/Insurance
4032	Reasonable Accommodation
4157.1	Work-Related Injuries
4161.1	Personal Illness/Injury Leave
4161.11	Industrial Accident/Illness Leave
4161.8	Family Care And Medical Leave
4257.1	Work-Related Injuries
4261.1	Personal Illness/Injury Leave
4261.11	Industrial Accident/Illness Leave
4261.8	Family Care And Medical Leave
4357.1	Work-Related Injuries
4361.1	Personal Illness/Injury Leave
4361.11	Industrial Accident/Illness Leave
4361.8	Family Care And Medical Leave