

Return to Work and Light-Duty Assignments

It is in the best interest of both RSU 9 and employees who have suffered workplace injuries or illnesses to return to work as soon as feasible. RSU 9 also has an obligation to comply with federal and state disability laws by providing reasonable accommodations when necessary for qualified employees with disabilities (as defined by applicable law), provided that (1) the employee is otherwise qualified to safely perform the essential functions of the job, and (2) such accommodations do not impose undue hardship on the school unit.

RSU 9 is not legally required to adjust or reallocate the essential functions of a job and/or to create “light duty” assignments. However, there may be instances when RSU 9 may exercise its discretion to adjust essential job functions or create/approve a “light duty” assignment in situations where (1) an employee has short-term medical restrictions (usually no longer than 60 work days), and (2) the adjustment is feasible considering the school unit’s needs, operations, and staffing levels. In no circumstances does any such temporary modification in job functions or a “light duty” assignment establish a new position or assignment or displace other employees. Although “light duty” assignments will generally not be approved in situations extending beyond 60 work days, the Superintendent may approve a longer assignment where the arrangement continues to meet the needs of the school unit.

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 by the employee’s supervisor, healthcare provider, the school system’s Workers’ Compensation Coordinator and the workers’ compensation insurance claims adjuster.

See procedure GBGE -R for guidance in assessing possible reasonable accommodation requests made by employees as well as for employees receiving workers’ compensation benefits in order to facilitate employees’ ability to work (when feasible), and to effectively manage workers’ compensation costs for the school unit.

Adopted: February 28, 2006

Reviewed: May 4, 2009

Revised: June 23, 2025