



Oxnard Union High School District

**SECTION 4000
PERSONNEL**

**BOARD POLICY
BP 4113.4/4213.4/4313.4**

TEMPORARY MODIFIED/LIGHT-DUTY ASSIGNMENT

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 shall not exceed 90 days.

An employee who has an industrial injury and is offered, but rejects a temporary modified/light-duty assignment may be subject to a loss of workers' compensation benefits in accordance with district's insurance policy.

While on modified/temporary light duty, the employee will be under all existing personnel policies and will be responsible for maintaining acceptable attendance and performance standards as a condition of continued employment.

State Reference

Ed. Code 44984
Ed. Code 45192
Gov. Code 12900-12996
Gov. Code 12945.1-12945.2

Federal Reference

29 USC 2601-2654
42 USC 12101-12213

Management Resources Reference

Court Decision
Website
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
California Department of Fair Employment and Housing
U.S. Equal Employment Opportunity Commission

Adopted: 09/12/12; Revised: 10/28/20; 09/27/23