



## PERSONNEL – MANAGEMENT AND SUPERVISORY EMPLOYEES

### BOARD POLICY – **TEMPORARY MODIFIED, LIGHT-DUTY ASSIGNMENT** BP 4313.4

The County Board of Education and the County Superintendent of Schools recognize that, when employees have temporarily disabling medical conditions, temporary modified or light-duty assignments can allow the SBCEO 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 the employee's regular duties or full-time work.

Any employee may request a modified or light-duty assignment when the employee has a temporary medical condition which prevents the performance of the essential functions of the employee's current assignment or position. The County 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 County Superintendent or designee extend the assignment. When requesting any such extension, the employee shall submit documentation from the employee's medical provider verifying that the employee is still temporarily disabled and is not medically able to return to regular assignment. Temporary assignments generally shall not exceed 90 days, but may be extended at the discretion of the County 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 SBCEO's insurance policy.

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#### **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 County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

#### **Federal**

29 USC 2601-2654  
42 USC 12101-12213

#### **Description**

Family Care and Medical Leave Act  
Equal opportunity for individuals with disabilities

#### **Management Resources**

Court Decision  
Website  
Website

#### **Description**

Raine v. City of Burbank, (2006) 135 Cal.App.4th 1215  
[U.S. Equal Employment Opportunity Commission](#)  
[California Department of Fair Employment and Housing](#)

**State**

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

**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

ADOPTED BY COUNTY BOARD:  
REVISED:

February 2, 2023