

**TEMPORARY MODIFIED/LIGHT-DUTY OR TRANSITIONAL WORK ASSIGNMENT**

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

*(cf. 3530 - Risk Management/Insurance)*  
*(cf. 4157.1/4257.1/4357.1 - Work-Related Injuries)*  
*(cf. 4161.1/4361.1 - Industrial Accident/Illness Leave)*  
*(cf. 4161.8/4261.8/4361.8 - Family Care and Medical Leave)*  
*(cf. 4261.8 - Industrial Accident/Illness Leave)*

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 suitable temporary work currently exists to accommodate the physical restrictions specified by the employee's medical provider.

*(cf. 4032 - Reasonable Accommodation)*

An employee's participation in a temporary modified or transitional work assignment shall be for a limited duration, not to exceed 90 days. Participation in a transitional work assignment is voluntary and based on the ability of work at sites that can accommodate the employee's medical restrictions. An employee who rejects a temporary modified transitional work assignment may be subject to loss of workers' compensation benefits in accordance with district policy.

*Legal Reference:*

- EDUCATION CODE
- 44984 Required rules for industrial accident and illness leave
- 45192 Industrial accident and illness leave for classified employees
- GOVERNMENT CODE
- 12900-12996 Fair Employment and Housing Act
- 12945.1-12945.2 California Family Rights Act
- UNITED STATES CODE, TITLE 29
- 2601-2654 Family Care and Medical Leave Act
- UNITED STATES CODE, TITLE 42
- 12101-12213 Americans with Disabilities Act
- COURT DECISIONS
- Raine v. City of Burbank, (2006) 135 Cal.App.4th 1215

*Management Resources:*

- WEB SITES
- California Department of Fair Employment and Housing: <http://www.dfeh.ca.gov>
- Equal Employment Opportunity Commission: <http://www.eeoc.gov>

Policy  
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**SAN DIEGO UNIFIED SCHOOL DISTRICT**  
San Diego, California