

**Burlington School District Policy
D 17: Transitional Duty/Return to Work Policy**

Former Policy GCBDD

It is the policy of our school district to provide meaningful work activity for all employees who temporarily become unable to perform all, or portions, of their regular work assignments due to work-related or non-work-related injury or illness that may interfere with their work duties. By providing temporary transitional work activity, injured employees remain an active and vital part of the school district. Transitional duty may be in the form of either changed duties within the scope of their current position, or other available duties for which they may be qualified, or through a reduced work-hours schedule.

All active employees who become temporarily unable to perform their regular job due to a compensable work-related or non-work-related injury or illness may be eligible for temporary transitional duty within the provisions of this program.

An employee returning to work, whether regular job duties or temporary transitional job duties, must present a release from the treating medical provider to the Human Resources Department prior to returning to work.

The Superintendent or designee shall develop procedures for transitional work duties for eligible employees who are temporarily unable to perform their regular job duties.

Legal References:

- 29 U.S.C. §701, et. seq. Rehabilitation Act
- 29 U.S.C. §2601, et. seq. Family and Medical Leave Act
- 42 U.S.C. §12101, et. seq. American with Disabilities Act
- 21 V.S.A. §470, et. seq. Employment Practices – Parental and Family Leave
- 21 V.S.A. §495, et. seq. Employment Practices – Unlawful Employment Practice
- 21 V.S.A. §497, et. seq. Employment Practices – Employment of People with Disabilities

Cross References:

Board Policy D 16, Parental, Medical, and Family Care Leave Policy

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