

# Independence School District

Board policy #772

## Return to Work Policy

The policies and procedures of the Return to Work Program for the Independence School District are designed to effectively manage the return to work of injured staff members with minimum time lost. The program is intended to provide our employees with opportunities to continue as valuable members of our team while recovering from work-related injuries.

The Return to Work Program benefits injured employees by promoting speedy recoveries while assisting to keep their work patterns and income as consistent as possible. The district also benefits by minimizing lost time claims and having its employees retain work skills (thus contributing to the overall productivity of our school).

The Independence School District is committed to keeping employees safe and returning injured employees to modified or alternative work whenever possible and as soon as possible after an injury. This may be done by temporarily modifying the employee's regular job or providing the employee with alternative work assignments. The employee's medical condition, along with any limitations or restrictions given by the attending physician, will be considered and followed when identifying appropriate modified or alternative positions.

Cross Reference:

Reviewed: February 5, 2014

Approved: March 5, 2014