

The Montgomery County Board of Education recognizes the importance of transitioning employees back to work after they have experienced a work-related accident or injury. The board believes that a return-to-work policy will benefit Montgomery County Schools, as well as the injured employees. When an injured employee is allowed to return to a transitional assignment during his/her medical recovery period, it is more likely that the employee will return to his/her original job. In addition, a return-to-work policy will allow Montgomery County Schools to minimize workers' compensation claim expenses and reduce the potential costs to the program.

Employees whose injuries are covered by the Workers' Compensation Act will be offered transitional work duty by Montgomery County Schools, as approved by the treating physician. If an employee refuses such offer of transitional work duty, Montgomery County Schools will apply to terminate all workers' compensation benefit payments, in accordance with the Workers' Compensation Act.

An employee who accepts transitional duty will be compensated at the rate set for the transitional position plus any additional amount due from workers' compensation, if applicable. An employee who returns to work with medical restrictions will be medically reevaluated after each regularly scheduled physician's visit. If the transitional work is unsuccessful, Montgomery County Schools has the right to select a different return to work job or to make a reasonable modification to the employee's regular job as approved by his or her treating physician.

While on transitional work duty, employees will continue to be subject to the same employee rules and procedures as required before the temporary assignment. The Superintendent or designee is authorized and directed to draft administrative procedures to implement the Return to Work program.

Legal References: G.S. 97, article 1; G.S. 97-18.1(b), -32.1

Cross References:

Adopted: January 12, 2012