

# POLICY

SOMERSET COUNTY  
BOARD OF EDUCATION

<b>Date Submitted:</b> January 05, 2009	<b>Number:</b> 700-44
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<b>Subject:</b>  Return to Work Program	<b>Date Approved:</b> February 16, 2010 <b>Date Effective:</b> February 16, 2010

## 1. PURPOSE

To establish a determined plan for a work-related injured employee to return to his/her regular job duties after a loss time incident.

## 2. PROCEDURE

Somerset County Public Schools has developed the following guidelines for a work-related injured employee to return to his/her regular job duties or a modified/light duty work assignment:

- A) An injured employee that suffers loss time from work as indicated by the treating physician of the work-related injured employee will provide Somerset County Public Schools copies of all medical documentation given by the treating physician.
- B) SCPS will work with the treating physician, worker's compensation carrier, and the employee in a return to work plan.
- C) The medical documentation will be reviewed to determine if a modified or light duty position can be accommodated for said employee until individual is released to return to work in his/her regular capacity.
- D) SCPS will provide the treating physician a job description of the employee and an evaluation form to determine any physical limitations the employee may have in performing the assigned duties in the return to work plan.
- E) Should there be no suitable modified/light duty position available, injured employee will not be permitted to work until released to duty without limitations.
- F) SCPS reserves the right to have employee evaluated by an Independent Medical Examiner in addition to employee's treating physician.
- G) Employee must notify the Human Resources and Facilities Departments of any change in medical status.
- H) Employee will jeopardize future worker's compensation benefits for refusal of a designated return to work plan.
- I) If a treating physician or Independent Medical Examiner determines that an employee will never be able to return to his/her regular duties, a determination of employment status will be determined.

**REFERENCE:** Annotated Code of Maryland 4-108, 4-205, 5-101