

# Return-to-work FAQs

1. If I am off due to an on the job injury and my employer offers me light duty, do I need to accept it?

If you are out with a workers' compensation injury and you also qualify for family medical leave at the same time, and a light duty assignment is identified and available, you are not required to take the light duty assignment, however, your workers' compensation temporary total (lost wages) benefits will cease.

2. I was injured on the job. Must I be released to full duty before I can return to work?

No. Your doctor may release you for modified or light duty work. Your supervisor will attempt to provide you a modified position within your restrictions on a temporary basis.

If work is not available at your original work site, the Human Resource department will work with you through the return-to-work program. This is a district wide program designed to offer a temporary alternative work site within the district, where you can function during the healing process on a temporary basis.

3. What if my doctor says I cannot return to my original position?

Once the authorized treating physician states in writing that you have permanent restrictions, you will be evaluated for your ability to return to your original position and perform the essential functions of the job with or without accommodations.

4. How will I be paid?

You will be required to clock in and out on time clocking system at your temporary work location. The District will pay you at your current rate of pay and pay dates.

Further questions contact: Kashca Omundson  
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