

RETURN TO WORK

- POLICY -

The Board of Education encourages the return of employees to the workplace in a safe, timely and efficient manner.

The Board supports a return to work plan, including a gradual return to work, when applicable and where possible without the Board suffering undue hardship. The purpose of this plan is to support the rehabilitation process of employees with the objective of returning to work after an absence due to a disability.

- REGULATION -

- 1.0 The district will review each individual case in consultation with the Unions in an attempt to develop a return to work plan.
- 2.0 Some of the options which may be considered in the work plan are:
 - 2.1 mentoring by fellow Union members
 - 2.2 physical accommodation within the worksite
 - 2.3 different worksite/locations
 - 2.4 accommodation as to hours of workThis plan will be reviewed at regular intervals by all parties
- 3.0 The staff at the worksite will be made aware of the supportive nature of the employee's placement prior to that placement.