

BP708

SAFETY POLICY - EMPLOYMENT PRACTICES PERTAINING TO WORKERS'
COMPENSATION

PRE-EMPLOYMENT PHYSICALS- All newly hired employees must take a pre-employment physical to determine his/her physical abilities and past medical history before beginning work.

The purpose of this physical is to ensure the proper job duties are matched to the employee's physical ability.

INJURED EMPLOYEE RE-HIRE- The school system will not re-hire an injured former employee for the same or similar duties after competent legal authority has determined this former employee to be unable, by reason of on-the-job injuries, to continue in his/her former position and permanent disability payment have been negotiated.

LIGHT DUTY PROGRAM- It will be the responsibility of the safety coordinator and personnel director to implement a "light duty" program to encourage injured employees to return to work as soon as possible.

This policy does not supersede any state or federal law to the contrary.