

PELHAM SCHOOL DISTRICT POLICY

GBGD – WORKERS COMPENSATION TEMPORARY ALTERNATIVE WORK PROGRAM

Category: Recommended

In compliance with RSA 281-A:23-b, the School District will provide temporary alternative/transitional work opportunities to all employees temporarily disabled by a work-related injury or illness.

The District adopts the principle that it is important to provide meaningful work during the time of healing and strengthening following a work-related illness or injury; to retain the knowledge and expertise of the employee; and to maintain the dignity and respect of the employee.

Alternative/Transitional Duty is meant to be temporary and transitional in nature to return the employee back to full duty. This program will last as long as the employee continues to transition back to the position at full duty, but not longer than 18 months. (RSA 281-A:25-a includes a 18-month limitation for reinstatement to the employee's former position after the date of the injury.) Once the transition stops, the employee's supervisor and the Human Resource Director will reevaluate the temporary alternative/transitional program in which the employee is participating.

This program is not intended to address those situations in which an employee has been deemed to be permanently disabled and unable to resume their previous position.

The provisions of this policy are intended to comply with RSA 281-A:23-b, Alternative Work Opportunities as adopted into law on February 8, 1994, and LAB 504.04. To the extent that this policy is ambiguous or contradicts the RSA or DOL regulations, the language of the RSA or DOL regulations, the language of the RSA or DOL will prevail.

A notice summarizing all employees' rights shall be posted for inspection by all employees.

District Policy History:

Adopted: April 6, 2006

Revised: May 5, 2021

Revised: February 19, 2025