

Effective July 1, 2005, the Risk Management Department will no longer fully fund Campus Monitor and other positions for injured employees returning to work. Existing positions currently funded by Risk Management will be grandfathered in and remain active until there is a natural separation of employment (e.g. retirement, resignation, termination) with the individual currently in the position. Upon natural separation of employment, these positions will be eliminated.

Under the new budgetary guidelines, there will be a financial incentive for schools and departments to hire an injured employee who has been on Workers' Compensation and is unable to return to their pre-injury position due to permanent restrictions. These employees will have a sixty day period, upon reaching Maximum Medical Improvement (MMI), to obtain an alternate position within the District. During this sixty day period, the Risk Management Department will be available to assist these employees to identify appropriate School Board vacancies and schedule interviews on their behalf. Schools and departments are obligated to provide an interview for up to five injured employees that meet the educational, experience, and physical requirements for the advertised position. The Risk Management Department will contact the school or department to schedule an interview for qualified employees during the appropriate application dates. If the school or department does hire the employee, facilitating a successful return-to-work, the location will only be responsible for funding fifty percent of the standard salary for one year from the hire date. The remainder of the funding will be paid from the District's Self-Insured Loss Fund managed by the Risk Management Department. At the conclusion of the year, the location will become responsible for fully funding the position. If the location eliminates the position, they will not be permitted to reinstate the position for one year in accordance with School Board Procedure.

If an employee does not secure a new position within the sixty days following MMI, the District will initiate separation of employment with the employee. The employee will be able to be rehired by the District and encouraged to apply for future vacancies within their permanent restrictions.

For additional Workers' Compensation information, please visit the website below:

<http://www.broward.k12.fl.us/rmt/WorkersCompensation.html#>