

LOS ANGELES UNIFIED SCHOOL DISTRICT  
PERSONNEL COMMISSION

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LAW AND RULES

January 1, 1987

750 REASSIGNMENT OF DISABLED EMPLOYEES [**SUSPENDED**]

Education Code 45279

A regular employee who is determined by the governing board to be incapable of performing the duties of his class because of illness or injury may, at the discretion of the governing board, be assigned duties which he is capable of performing. The position to which he is assigned shall be subject to classification by the personnel commission, but the employees shall receive no increase in wage or salary because of his assignment to the position unless he is appointed from an eligibility list resulting from a competitive examination. In the event that the position is classified and allocated to a higher wage or salary than that previously attained by the employee, he may be assigned to the position without competitive examination, but shall continue to receive the wage or salary of his former classification. If the position is classified and allocated to a lower wage or salary than that attained by the employee, he shall be paid the wage or salary appropriate to the position.

- A. Regardless of the source or nature of the disability, classified employees who are determined by the District's medical adviser to be unable to continue performing their regular duties may be assigned to different duties, upon the recommendation of the division head and/or the Reasonable Accommodation Review Committee, under the following conditions:
1. That any compensation insurance payments heretofore available on account of disability have been reduced or terminated because the employee is able to do light work.
  2. That the District's medical adviser approves the physical ability of the employee to perform the new duties.
  3. That the Superintendent or a designated representative approves the duties.
- B. A disabled employee may be assigned to perform the duties of a class but with greater flexibility as to the daily time allowed for completion of work. However, a disabled employee shall be eligible for payment for overtime on the same bases as applied to any other employee.
- C. The position to which the disabled employee is assigned shall be classified by the Personnel Commission. If the position is evaluated at a higher level than any class in which the employee has held regular status and if the employee is not eligible for regular appointment, the position may be placed in a (Special) class on the same salary level as any class in which the employee holds or has held regular status.

CHANGE:

Suspend Rule pending review by the General Counsel regarding the Americans with Disabilities Act and related laws. Reassignments may be carried out under existing rules and procedures.

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- D. When a disabled employee is promoted from a (Special) class to the corresponding regular class, the Personnel Commission may find that the employee has performed and will perform the same duties in both classes, and may, therefore, credit the employee with seniority in the regular class for service in the (Special) class.
- E. With the exceptions described above, assignment under the provisions of this Rule shall not alter the employee's rights, burdens, and benefits, nor preclude subsequent assignment in accordance with the above provisions.
- F. The time limits for return to a former or related class set forth in the Education Code and other Personnel Commission rules shall not apply either to the initial or subsequent placement of a disabled employee.

CHANGE:

Suspend Rule pending review by the General Counsel regarding the Americans with Disabilities Act and related laws. Reassignments may be carried out under existing rules and procedures.

Remove: December 17, 1984, page 2 of 2. Add: January 1, 1987, page 2 of 2.

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