



BALTIMORE CITY

PUBLIC SCHOOLS

GENERAL ORDER 10-53 SECTION K-14

LIGHT DUTY

Revisions Approved: June 12, 2018

This General Order contains the following numbered sections:

- I. Directive
- II. Purpose
- III. General
- IV. Effective Date

I. DIRECTIVE

A member of the Baltimore City School Police Force (BCSPF) must be able to perform all of the essential functions of their job. Sworn members must be able to perform all of the duties required of a Police Officer. Therefore, any member who is subject to a physical or mental impairment which restricts their ability to carry out their essential functions shall be relieved of normal duty requirements.

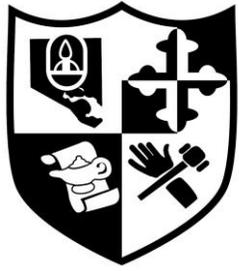
II. PURPOSE

The purpose of this General Order is to set forth policy for members of the BCSPF whose ability, to perform all of the essential duties, has been restricted.

III. GENERAL

A. Light Duty

1. Members may be placed in a light duty status when temporarily restricted as a result of a line of duty injury such that they cannot perform all of the duties of their assignment (or that of a Police Officer) without presenting an unreasonable risk to the health and/or safety of themselves, other members, or the public.
2. Sworn members who are pregnant may be placed on light duty provided: the pregnancy is confirmed by the member's physician and the physician indicates that light duty is required. Upon return to duty, the member must be allowed to return to full duty status only. Sworn employees on maternity leave who have exhausted their accumulated sick leave and vacation are subject to the Baltimore City Board of School Commissioners policy on Extended Leave.
3. The medical opinions rendered by the Baltimore City Public Schools' (City



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Schools) physician(s) will be given primary consideration when determining a member's medical status.

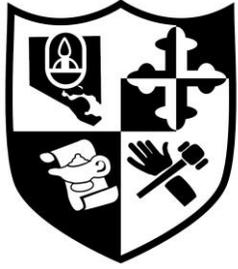
4. Any employee, who is temporarily disabled and placed on leave, shall not lose seniority or other benefits for the period of time and under certain conditions.

B. Light Duty Position

1. Light duty positions will generally be limited to members as a result of line-of-duty injury or pregnancy; and only after approval of the City Schools' physician and the Chief of School Police.
2. Members may be allowed to remain in a light duty position for a limited time period. However, this will be determined on a case-by-case basis, to best meet the needs of the member and the BCSPF.
3. A member in a light duty position is subject to the following conditions:
 - a. Sworn members shall restrict their law enforcement responsibilities and use of police powers to the degree required by their injury or illness. If a criminal violation is observed, the officer should take appropriate action only after considering the risk of further injury to themselves as a result of the action, the potential injury to the victim of the crime and/or bystanders, and the nature and/or seriousness of the incident.
 - b. Sworn members may not wear their uniform while on light duty.
 - c. Sworn members may wear/carry their weapon and identification provided the injury or illness does not interfere with the proper use and/or carry of such weapon (See "Suspension from Duty and Police Powers" for medical reasons).
 - d. Members must keep all scheduled appointments with the City Schools physician. A missed appointment may revoke the light duty status.
 - e. Members may not engage in secondary employment while on light duty status.
 - f. Members may be reassigned to any appropriate position and/or shift within the department. Refusing to accept a position or shift may revoke the light duty status.

C. Disability

1. A member is disabled if they have sustained an injury, contracted an illness, or developed a mental or physical problem which results in a protracted or



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permanent impairment in their ability to perform all of the duties and responsibilities as required; and determined by City Schools' physician that a return to duty status constitutes a health or safety risk to the member, other employees, or the public.

2. A member who is unable, as determined by a City Schools physician, to perform their normal duties or other "light duty" as a result of a job related injury will be granted "job injury leave" with pay for a period not to exceed the first ninety (90) calendar days lost.
3. Time lost due to a job related injury or accident which disables an employee for a period in excess of ninety (90) calendar days shall be compensated for in accordance with the Worker's Compensation Law of Maryland.
4. Members who have a permanent disability will be treated in accordance with Policy and Procedure.

D. Off-Duty Injury

A member who is unable to perform their assigned duties as a result of an injury or illness that is not job related is generally not entitled to a light duty position.

IV. EFFECTIVE DATE

This Order shall be effective on the date of publication.

I certify that I have read and fully understand this Order.

Signature _____

Date _____