

EMPLOYEES

Series 400

Policy Title Employee Physical Examinations

Code No. 403.01

Good health is important to job performance. School bus drivers will present evidence of good health upon initial hire and every other year in the form of a physical examination report, unless otherwise required by law or medical opinion. All other employees will present evidence of good health, in the form of a post-offer, pre-employment physical examination report.

The cost of the initial examination will be paid by the employee. The form indicating the employee is able to perform the duties for which the employee was hired must be returned prior to the performance of duties. The cost of bus driver renewal physicals will be paid by the school district up to a maximum that is mutually agreed upon with Avera Medical Clinic-George and the superintendent. The school district will provide the standard examination form to be completed by the personal physician of the employee. Employees identified as having reasonably anticipated contact with blood or infectious materials will receive the Hepatitis B vaccine or sign a written waiver stating that they will not take the vaccine.

Employees whose physical or mental health, in the judgment of the administration, may be in doubt will submit to additional examinations to the extent job-related and consistent with business necessity, when requested to do so, at the expense of the school district.

The district will comply with occupational safety and health requirements as applicable to its employees in accordance with law.

It is the responsibility of the superintendent to write an exposure control plan to eliminate or minimize district occupational exposure to bloodborne pathogens. The plan for designated employees will include, but not be limited to, scope and application, definitions, exposure control, methods of compliance, Hepatitis B vaccination and post-exposure evaluation and follow-up, communication of hazards to employees, and record keeping.

The requirements stated in the Licensed Staff Handbook between employees in that certified collective bargaining unit and the board regarding physical examinations of such employees are followed.

Legal Reference:

29 C.F.R. Pt. 1910.1030

49 C.F.R. §§ 391.41 – 391.49.

Iowa Code §§ 20 279.8, 321.376

281 I.A.C. 43.15-.20 *43.17*

Cross Reference:

403.00 Employees' Health and Well-Being

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