

EMPLOYEE PHYSICAL EXAMINATIONS

Good health is important to job performance. Employees will present evidence of good health, in the form of a physical examination report, prior to their employment with the school district.

Employees whose physical or mental health, in the judgment of the administration, may be in doubt will submit to additional examinations, when requested to do so, at the expense of the school district.

Regular Employees

The school district will pay up to a maximum of \$50.00 for the initial physical examination. The form indicating the employee is able to perform the duties for which the employee was hired must be returned prior to payment of salary. 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.

School Bus Drivers

School bus drivers will present evidence of good health every other year in the form of a Department of Transportation (DOT) physical examination report unless otherwise required by law or medical opinion. School bus drivers will have the DOT physical examination administered at the district's designated medical provider, or be reimbursed the current established amount (amount negotiated with the designated medical provider) if using a personal medical provider. District administration will periodically seek pricing from local medical enterprises to establish the current cost.

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 master contract between employees in the certified collective bargaining unit and the board regarding physical examinations of such employees will be followed.

Legal Reference: 29 C.F.R. Pt. 1910.1030 (2006).
Iowa Code §§ 20.9; 279.8, 321,365 (2009).
281 I.A.C. 12.4(14); 43.15 -.20.

Cross Reference: 403 Employees' Health and Well-Being

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