

Board Policy

Code No. 403.1

EMPLOYEE PHYSICAL EXAMINATIONS

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

School bus drivers shall 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.

The cost of the initial examination will be paid by the district. The form indicating the employee is able to perform the duties, with or without reasonable accommodation, 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 of \$75.00. 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 receive the vaccine.

It is the responsibility of the Superintendent or designee to write an exposure control plan to eliminate or minimize district occupational exposure to bloodborne pathogens. The plan for designated employees shall 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.

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.

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; 43.17

Cross Reference: 403 Employee Health and Well-Being

Approved: February 2, 1998

Reapproved: April 19, 1999
February 20, 2001
February 17, 2004
June 19, 2006
December 4, 2006
May 19, 2008
May 2, 2011
July 11, 2011

Revised: April 19, 1999
February 17, 2004
December 4, 2006
May 19, 2008
May 2, 2011
July 11, 2011
August 21, 2017
July 9, 2018