

EMPLOYEE PHYSICAL EXAMINATIONS

The Ogden Community School district believes 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.

The cost of the initial examination will be paid by the Ogden Community School District as a reimbursement to the employee after the employee submits the cost to their personal insurance provider. 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 the fee submitted by local health care providers. The school district will provide the standard examination form to be completed by the personal physician of the employee or certified medical examiner for bus drivers.

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. §1910.1030
 49 C.F.R. §391.41-391.49
 Iowa Code §§ 20.9; 279.8, 321.376
 281 I.A.C. 43.15; 43.17

Cross Reference: 403 Employees' Health and Well-Being

Approved August 12, 2013

Reviewed _____

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