



Code No. 403.1

EMPLOYEE PHYSICAL EXAMINATIONS

The United 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.

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 employee will pay the cost of the initial examination. 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 incurred by bus drivers for renewal physicals will be reimbursed by the school district up to a maximum of \$150.00. The school district will provide the standard examination form to be completed by the personal physician of the employee or a certified medical examiner for bus drivers. 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.

It is the responsibility of the superintendent, in conjunction with the school district nurse, to write an exposure control plan to eliminate or minimize district occupational exposure to blood-borne 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.

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

Legal Reference: 29 C.F.R. Pt. 1910.1030 49 C.F.R. Pt. 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

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