

Personnel

Series 400

Policy Title Employee Physical Examinations

Code No. 403.1

Page 1 of 2

All school district employees must present a statement from their physician that the employee is physically able to perform the employee's duties—within the first 60 calendar days of their employment.

School bus drivers, at their initial hire and every other year unless otherwise required by law or medical opinion, must present a statement from a physician that they are capable of performing their employee duties.

The school district will provide a form to be completed by the employee's personal physician. The physician's statement that an employee is capable of performing the required duties of employment must be returned to the administration office within 60 days of their employment.

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 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 postexposure evaluation and follow-up, communication of hazards to employees, and record keeping.

Employees whose physical or mental health is in question at any time during their employment, in the judgment of the administration, will submit to additional examinations, when requested to do so, at the expense of the school district.

Physical examination costs not covered by the district-sponsored hospital/medical insurance will be reimbursed according to the employee handbook or bargaining agreement.

Adopted: February 25, 1985

Legal Reference: (Code of Iowa)

Reviewed: February 18, 2008  
February 18, 2013  
April 3, 2017

29 C.F.R. Pt. 1910.1030 (2004). Iowa Code  
" 20.9; 279.8, 321.376 (2007). 281 I.A.C.

12.4(14); 43.15-.20.

Amended: December 14, 1987  
February 8, 1993  
February 12, 1996  
August 9, 1999  
February 6, 2006  
March 17, 2008  
March 4, 2013  
July 19, 2021

Cross Reference: 403.3 - Communicable Diseases - Employees