

SAYDEL COMMUNITY SCHOOL DISTRICT

EMPLOYEE PHYSICAL EXAMINATIONS

Good health is important to job performance. Employees whose position is required by law to submit a physical exam will do so prior to the first day of service.

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

The cost of the initial examination will be paid by the employee. The form, indicating the employee is able to perform the duties for which the employee was hired, must be returned prior to the employee receiving his/her second paycheck. The cost of subsequent employee physicals, as required by the district, will be paid by the school district. 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 material will receive the Hepatitis B vaccine or sign a written waiver stating that they will not take the vaccine.

It will be the responsibility of the Superintendent or his/her designee 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.

Legal Reference: 29 C.F.R. § 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 Employees' Health and Well-Being

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