

## EMPLOYEE PHYSICAL EXAMINATIONS

Good health is important to job performance. Employment in the following positions is dependent upon a successful physical examination report. All 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. \*Employees whose physical or mental health, in the judgment of the administration, may be in doubt will submit to additional examinations, when requested to do so, at the expense of the school district.

### Preschool Employees

Preschool employees (teachers and associates) are required to have a documented health assessment completed before starting work or having contact with children. The health assessment must be updated every two years. The documented health assessment includes: immunizations status; capacities and limitations that may affect job performance and documentation by a licensed health professional of TB skin testing using the Mantoux method and showing the employee to be free from active TB disease.

Preschool employees will have the health assessment administered at the district's designated medical provider.

### School Bus Drivers

School bus drivers will present evidence of good health every other year in the form of a Department of Transportation (DOT) physical examination report unless otherwise required by law or medical opinion. School bus drivers will have the DOT physical examination administered at the district's designated medical provider.

It is the responsibility of the superintendent to ensure an exposure control plan to eliminate or minimize district occupational exposure to blood borne pathogens is in place. 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.

\*The District will designate the facility to be used for all employment-related physicals as:

Jefferson County Health Center  
2000B S Main St  
Fairfield, IA 52556

Legal Reference: 29 C.F.R. Pt. 1910.1030 (2010).  
Iowa Code §§ 20.9; 279.8, 321,365 (2011).  
281 I.A.C. 12.4(14); 43.15 -.20.

Cross Reference: 403 Employees' Health and Well-Being

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