

**Policy 403.01: Physical Examinations**

**Status:** ADOPTED

**Original Adopted Date:** 06/01/1989 | **Last Revised Date:** 10/01/2021 | **Last Reviewed Date:** 10/01/2021

Good health is important to job performance. School bus drivers will present evidence of good health prior to employment and every other year thereafter in the form of a physical examination report unless otherwise required by law or medical opinion.

A post-offer, pre-hire work related job functional assessment will also be required for positions, as identified in the job description.

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 District.

The District will provide the standard examination form to be completed by the personal physician of the employee.

Employees identified in the District Occupational Exposure to Bloodborne Pathogens Plan as having reasonably anticipated contact with blood or infectious materials will receive the Hepatitis B vaccine as organized and paid for by the district or sign a written waiver stating that they have already had the vaccine or refuse to take the vaccine. The decision to receive the vaccine can be changed at any time for those identified.

It is the responsibility of the superintendent to write an exposure control plan to eliminate or minimize District occupational exposure to blood borne 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.

Reimbursement for a physical examination expenses when required by the district shall be as follows:

- The District will reimburse an employee up to \$50.00 for the cost of the physical required by the District and not covered by medical insurance.
  - The District will pay the full cost of the physical required by the District and not covered by medical insurance if the employee uses doctors or clinics identified by the District.
  - The District will pay the full cost of the work related job functional assessment as required by the District.
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