

# Series 400 – Employees

Policy Title: EMPLOYEE PHYSICAL EXAMINATIONS

Policy Code No. 403.1

The Newton 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. All other employees shall present evidence of good health, in the form of a post-offer, pre-employment physical examination report.

The cost of the initial examination will be paid by the employee. The form indicating the employee is able to perform the duties, with or without reasonable accommodation, for which the employee was hired, must be returned prior to the performance of duties.

The cost of bus driver renewal physicals will be paid by the school district up to a maximum of \$87.00. 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 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 district will comply with occupational safety and health requirements as applicable to its employees in accordance with law.

Date of Adoption        12/16/2019

Review Date

Revision Date

Legal Ref.:    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 Ref.:    403 Employees' Health and Well-Being