

Title: Staff Health and Safety

All employees hired by the district are required to present certification of fitness to perform assigned duties, with or without reasonable accommodation, in the form of a written report of a physical examination by a medical professional. This report shall be required only after an offer of employment has been made, and filed with the office of Human Resources within six weeks of the start of service with the school district. School bus drivers shall submit such further fitness-for-duty certifications as required by law.

Employees may receive partial reimbursement for the cost of the physical examination. The amount of the employee reimbursement for physical examinations may be subject to negotiations with duly recognized employee organizations. The Board shall have final authority to establish such payment limits except when specifically established in such negotiated agreements.

All medical information will be collected and maintained on separate forms and in separate medical files and will be kept confidential in accordance with applicable law. The information may be disclosed only to the extent permitted by law.

The district may require an employee to submit to fitness-for-duty examinations in certain circumstances where such examinations are relevant to the employee's performance or status, including but not limited to the following: (1) when absence from work due to illness, injury, impairment or physical or mental condition has occurred and there is a need to confirm the employee is able to resume work; (2) if there is a reasonable belief that the employee is unable to perform the essential functions of the job; or (3) if there is a reasonable belief that the employee-poses a direct threat to the employee or others because of a health condition. A direct threat occurs when an individual poses a significant risk of substantial harm to the health and safety of him/herself or others, and the risk cannot be eliminated or reduced below the direct threat level through reasonable accommodations.

The Board shall make reasonable provisions for maintaining safe working conditions for employees during the hours of employment, and it will expect employees to follow all established safety rules and regulations.

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Cross References:

401 _____

Legal References:

29 C.F.R Pt. 825.312, 1630.2, 1630.14 Iowa
Code 20.9, 279.8, 321.375, IAC 281-43.15-20

Approved: Jun. 20, 1989

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