

STAFF PERSONNEL

Series 400

POLICY TITLE PHYSICAL EXAMINATIONS

No.403.1

The Johnston Community School District believes good health is important to job performance. JESPA 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 school district. 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.

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. The District's transportation provider shall comply with all legal requirements relating to physical examinations of bus drivers.

The requirements stated in the master contract between employees in that JESPA collective bargaining unit and the board regarding physical examinations of such employees are followed.

Legal Reference: 29 C.F.R. § 1910.1030.
49 C.F.R. §§ 391.41 – 391.49.
Iowa Code §§ 20.9; 279.8; 321.376.
281 I.A.C. 43.15; 43.17.

Cross Reference: 403 Employees' Health and Well-Being

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