

EMPLOYEE HEALTH

Examinations

All newly employed staff shall be required to comply with the physical examination requirements of the administrative code. All employees of the board shall undergo an annual physical examination as prescribed in the administrative code.

The results of all required employee medical examinations shall be made known to the superintendent on a confidential basis, discussed with the employee, and made a part of his/her confidential medical record. In the event of an unsatisfactory report, the superintendent shall base any recommendation to the board for further examination upon a conference with the district medical inspector. The board shall assume the fee for all required examinations made by the school medical inspector, but an employee may, at his/her own expense, be examined by a physician of his/her choice with board approval.

The board may also require a physical or mental examination of any staff member at any time, whenever, in the judgment of the board, the employee shows evidence of deviation from normal physical or mental health. A written account of the reasons for the recommendation shall be sent to the employee.

The report of each such examination shall include a statement by the examining physician as to any physical or mental condition noted likely to prevent the person examined from performing all duties and responsibilities of the position sought or occupied, or a statement that no such condition exists.

Occupational Containment of Bloodborne Pathogens

The board is committed to provide a safe and healthful work environment for staff. In pursuit of this endeavor, an Exposure Control Plan (ECP) shall be provided to eliminate or minimize occupational exposure to Bloodborne pathogens in accordance with federal regulations.

The ECP is a key document to assist the district in implementing and ensuring compliance with the OSHA Bloodborne pathogens standard, thereby protecting employees. This ECP includes:

POLICY 4212.4 EMPLOYEE HEALTH, continued

- A. Identification of tasks, procedures and job classifications where occupational exposure to blood occurs;
- B. Procedures for evaluating the circumstances surrounding an exposure incident; and
- C. The schedule and method for implementing the specific sections of the standard, including:
 - 1. Methods of compliance;
 - 2. Hepatitis B vaccination;
 - 3. Post-exposure evaluation and follow-up;
 - 4. Hazard communication requirements;
 - 5. Employee Training;
 - 6. Record keeping.

Date: February 14, 1996

Legal References: See Appendix

Cross References: See Appendix

Key Words: Physical Examinations, Health Examinations, Employee Physicals, Nondiscrimination, Psychological Examinations, Bloodborne Pathogens