

The Monticello Community School District believes good health is important to job performance.

**Bus Drivers:**

School bus drivers will present evidence of good health upon initial hire and every other year in the form of a DOT physical examination report, unless otherwise required by law or medical opinion.

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

**Preschool Staff:**

Preschool staff will need an initial physical and a physical every three years as required by the Department of Health and Human Services. The district will pay up to \$35.00 if the Preschool employee's insurance does not cover the physical.

**All Employees:**

Employees whose physical or mental health, in the judgement 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 the law.

All information regarding the medical condition or history of an employee must be kept in files separate from the employee's personnel records and treated as a confidential medical record subject to state and federal confidentiality laws.

Date of Adoption: 11/25/75

Dates of Revision: 12/11/78; 1/28/80; 4/24/89; 2/8/93; 2/22/93; 1/96; 2/96; 8/99; 5/03; 8/25/08; 9/22/08; 4/22/13; 3/28/22; 12/16/24

Reviewed: 11/23/15