

PHYSICAL EXAMINATIONS, CLASSIFIED PERSONNEL

Physical examinations shall be required of all classified personnel upon their initial appointment [**with the exception of bus drivers who are required by law to have a physical every two years**]. Proof of examination shall be provided to the employer prior to the commencement of the employee's contract. Failure of the employee to receive and provide proof of a physical examination in a timely manner may result in the district withholding the employee's paycheck until such proof of examination is provided.

In the judgment of the administration, individuals whose physical or mental well-being may impede job performance may be required to submit to additional examinations at the District's expense.

Forms for physical examinations shall be provided by the District and the costs shall be shared by the District as follows:

Contracted employees, excluding part-time coaches, shall file for reimbursement for the cost of their physical from their own health insurance company. The District will then reimburse the employee for the difference between the actual cost of the physical and what their insurance company paid. The District cost will not exceed \$120 for bus drivers and \$60 for all other contracted classified staff.

LEGAL REFERENCE: Code of Iowa, Section 20.9; Iowa Administrative Code 3.4(14)
Accreditation Rule 12.4 (14)

CROSS REFERENCE: Board Policy 402.100

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MAQUOKETA VALLEY COMMUNITY SCHOOL DISTRICT
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