

PERSONNEL HEALTH AND SAFETY

Through its overall safety program and various policies pertaining to school personnel, the Board attempts to ensure the safety of employees during their working hours and assist them in the maintenance of good health.

All employees are expected to observe commonly recognized practices which promote the health and safety of school personnel.

The Board may require an individual examination of an employee whenever, in its judgment, it is necessary to protect the health and safety of students or other employees. Whenever the Board requires an employee to submit to a physical examination other than those required by law, the Board assumes the cost of the examination. All health examinations required of employees are made by one of the physicians approved for this purpose by the Board.

Bus Drivers

Bus drivers will have an annual physical examination. The examinations shall be scheduled after the first day of May and prior to the beginning of the next school year for all bus drivers intending to be eligible to operate buses during the next school year. Bus drivers hired prior to January 1st must undergo a medical examination and meet the physical qualifications set forth in OAC 3301-83-07(E) prior to operating a bus with passengers. They are required to have a re-examination to be eligible for the next school year.

Bus drivers hired after January 1st, must undergo a medical examination prior to operating a bus with passengers, and the examination will be valid for the following school year. However, after the following school year these drivers will be required to have medical examinations on the same schedule as those hired prior to January 1st.

The costs for the examinations required by Ohio regulations shall be the responsibility of the person or entity owning the school buses.

Bus drivers are also required by Ohio law to undergo criminal record and background checks on a continuing basis.

The results of all such examinations are filed with the Chief Executive Officer.

Employee Physicals

As of July 1, 2000, persons entering teaching and administrative positions will not be required to have physicals with the exception of paraprofessional positions (e.g., special education). However, a tuberculosis and drug test are required for entry into such positions. The costs of these tests are the responsibility of the District.

Workers' Compensation

In case of injury while pursuing duties in keeping with the employee's contract, the employee may be eligible for payment of medical expenses under the Workers' Compensation Act of Ohio.

Any employee who is injured while at work should immediately report such injury to the central office and request the necessary forms to make application for payment under this Act. Employees who are out on assault leave must apply for Workers' Compensation. The District will be responsible for paying assault leave not covered by Workers' Compensation.

[Adoption date: December 6, 2001]

LEGAL REFERENCES

ORC 3313.643; 3313.71; 3313.711
3319.143
3327.10
4113.23
4123.01 et seq.
Asbestos School Hazard Abatement Act
Asbestos Hazard Emergency Response Act
Comprehensive Environmental Response Compensation and Liability Act

CROSS REFERENCES

OAC 3301-83-06; 3301-83-07; 3301-83-10
EB, Safety Program
EBBC, Bloodborne Pathogens
GBQ, Criminal Record Check