

STAFF HEALTH AND SAFETY

Through its safety program and its various policies pertaining to school personnel, the Board attempts to ensure a healthy and safe work environment for all employees. To this end, all employees are expected to observe commonly recognized practices and procedures which promote the health and safety of school personnel, reduce the risk of illness or injury, and maintain a safe workplace.

Physical Examinations

In order to certify the mental and/or physical fitness of candidates and employees to discharge efficiently the duties which they will be performing and to protect the health of students from the transmission of communicable diseases, the Board may require certain physical examinations to be conducted.

For purposes of this policy a "physical examination" shall mean a general examination by a doctor licensed to practice in this state and/or drug testing by a certified lab. The Board shall bear the cost of said examination/test.

The Board may require that recommended candidates for positions of employment and employees undergo a physical examination and/or a mental examination when circumstances dictate the need for such action. The Board may require a drug test at Board expense.

In addition, school bus drivers shall be examined in accordance with O.A.C. 3301-83-07 to determine their fitness to operate a school bus. All bus driver physical examinations shall be at Board expense.

The results of all examinations shall be made known to the Superintendent on a confidential basis, discussed with or made available to the employee, and made a part of the employee's record. An annual tuberculosis report shall be submitted to the Board of Health having jurisdiction in this District as required.

Persons ill or infected with a communicable disease which may be transmitted through food are prohibited from working in the food-handling areas of this District and such employees may be required to submit to a physical examination on request of the school nurse or school physician.

Workers' Compensation

In the case of injury while performing duties within the scope of his/her employment, an employee may be eligible for the payment of medical expenses under the Workers' Compensation Act of Ohio. An employee who is injured while at work should immediately report the injury to his/her supervisor and request the necessary forms to make application for payment under the Act.

Return to Work

To the extent possible and in accordance with its collective bargaining agreements, the Board will support a program that will allow workers who have sustained an injury on the job to return to productive work for which they have been trained in a timely and safe manner.