

STAFF 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.

Physical Examination

Newly-hired employees in the district may be requested to submit evidence of satisfactory health to meet job requirements. Bus drivers will have an annual physical examination in compliance with Ohio law. The results of all such examinations are filed with the Superintendent.

Employees who are required by Ohio or Federal law to use respiratory protection are required to have two physical examinations. The first examination must take place prior to the individual's wearing a respirator. The second examination must take place after the individual's exposure to any hazardous material (within 30 days if it is a one-time exposure, and at least annually if it is ongoing exposure).

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.

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.

Workers' Compensation Benefits Eligibility – Chemical Testing

Under Ohio's Workers' Compensation Law, every employee who is injured in the course of employment is entitled to benefits, if necessary, to compensate him/her for lost work time, payment for medical, nursing and hospital services, medicines and funeral expenses, unless the injury was proximately caused by the employee being intoxicated or under the influence of a controlled substance not prescribed by a physician.

Testing Procedures

An injury is deemed to have been proximately caused by the employee being intoxicated or under the influence of a controlled substance not prescribed by a physician if any of the following apply:

- A. Within eight hours of the injury, the employee's blood alcohol level tests equal to or greater than .10%*.
- B. Within eight hours of the injury, the employee's breath alcohol level tests equal to or greater than .10g/210L*.
- C. Within eight hours of the injury, the employee's urine alcohol level tests equal to or greater than .14g/100 ml*.
- D. Within 32 hours of the injury, the employee tests above both the following levels established for an enzyme multiplied immunoassay technique screening test (EMIT) and above the following levels established for a gas chromatography mass spectrometry test, or in the alternative, above the levels established for a gas chromatography mass spectrometry test (GC/MS) alone as follows, for substances not prescribed by a physician:
 - 1. For amphetamines, 1000ng/ml of urine for the EMIT test and 500 ng/ml of urine for the GC/MS test;
 - 2. For cannabinoids, 50 ng/ml of urine for the EMIT test and 15 ng/ml of urine for the GC/MS test;
 - 3. For cocaine, including crack cocaine, 300 ng/ml of urine for the EMIT test and 150 ng/ml of urine for the GC/MS test;
 - 4. For opiates, 2000 ng/ml of urine for the EMIT test and 2000 ng/ml of urine for the GC/MS test; and
 - 5. For phencyclidine, 25 ng/ml of urine for the EMIT test and 25 ng/ml of urine for the GC/MS test.
- E. The employee, through a chemical test administered within 32 hours of the injury, is determined to have barbiturates, benzodiazepines, methadone or propoxyphene in the employee's system that tests above levels established by laboratories certified by the U.S. Department of Health and Human Services.

- F. The employee refuses to submit to a requested chemical test.

Legal Protections

All testing will be conducted by a qualified, federally certified testing laboratory selected by the Board, and any positive test result will be confirmed by a medical review officer.

Confidentiality

All test results will remain confidential between the employee, Board and Bureau of Workers' Compensation.

*This represents the minimum testing level used to establish intoxication under current State law prohibiting the operation of a motor vehicle while intoxicated, otherwise known as the State "OMVI" law.

Tuberculin Screening

Targeted tuberculin testing shall be required of groups at high risk as identified by the Cuyahoga County General Health District.

Currently employed school employees who become known to have converted a tuberculin skin test from negative to positive as defined by the "American Thoracic Society" shall have a chest x-ray and any other medical and laboratory examinations deemed necessary by the school physician or the Board of Health to determine the absence of tuberculosis in a communicable state as provided for under O.R.C. §§3313.71 or 3313.72. Local health districts will notify the Fairview Park Schools in such cases.

LEGAL REFS: O.R.C. §§3313.643; 3313.71; 3313.711; 3327.10; 4113.23; 4123.01 *et. seq.*

Adopted: September 20, 2011