

**MSBA Core Manual
Basic Policy Management Services**

Policy GBE: STAFF HEALTH AND SAFETY

Status: ADOPTED

Original Adopted Date: 01/23/2020 | **Last Revised Date:** 05/01/2025 | **Last Reviewed Date:**
05/01/2025

July 17, 2025

Staff health and safety are of vital importance to the school district. The board will seek to provide safe working conditions for all staff members and will give prompt consideration to conditions that may present a threat to staff health and safety. The district will respond to employee requests for reasonable accommodations under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act (ADA) and for known limitations related to pregnancy, childbirth, or related medical conditions under the Pregnant Workers Fairness Act.

The district will make medical inquiries, require physical exams, and keep medical information on employees only in accordance with law. Medical records must be maintained on separate forms in separate medical files and shall be kept confidential.

All employees will receive annual training on universal precautions and the district's communicable disease policy.

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Dent-Phelps R-III School District, Salem, Missouri

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

§ 162.064, RSMo.

Description

[State Statute](#)

§ 302.272, RSMo.

[State Statute](#)

Federal

29 U.S.C. § 794

Description

[Section 504 of the Rehabilitation Act of 1973](#)

42 U.S.C. §§ 12101-12213

[Americans with Disabilities Act](#)

42 U.S.C. §§ 2000gg-1 – 2000gg-6

[Pregnant Workers Fairness Act](#)

Cross References

Code	Description
EBAB	<u>HAZARDOUS MATERIALS</u>
EBAB-AP(1)	<u>HAZARDOUS MATERIALS - (Asbestos Control)</u>
EBAB-AP(2)	<u>HAZARDOUS MATERIALS - (Handling and Disposal of Mercury)</u>
EBAB-AP(3)	<u>HAZARDOUS MATERIALS - (Chemical Hazard Communication Program)</u>
EBB	<u>COMMUNICABLE DISEASES</u>
EBB-AP(1)	<u>COMMUNICABLE DISEASES - (Infection Control)</u>
ECG	<u>ANIMALS ON DISTRICT PROPERTY</u>