

CROSSING GUARD RESOURCES



Medical Examinations for Crossing Guards

Pre-employment

In addition, after a conditional offer of employment is made, an employer may require a medical examination if everyone working in the same capacity is required to have a medical exam.

Typical crossing guard shifts can range in duration from one-half hour to two hours or more. A guard must be capable of standing for the entire shift. Noticing and reacting to driver movements requires alertness and agility. A basic physical examination for prospective crossing guards should check mobility, blood pressure, vision, and hearing.

Current Employees

After employment, a medical examination may be required if the physical standards of the position are essential to fulfill the position's job duties.

The municipality should develop a policy that requires medical exams to be repeated. This may include exams being completed annually or every two years.

The municipality should develop a policy for medical exams when an employee shows signs that they cannot fulfill the tasks of the position. These signs need to be recognizable and documented. They may include an inability to stand for an entire shift, an inability to walk or walk without the assistance of a medical device, a lack of alertness, an inability to see vehicles approaching the crosswalk, etc. Qualified supervisors should conduct Job Safety Observations to ensure that the guard is physically and mentally capable of fulfilling the tasks of the position. If a supervisor observes or is advised of a potential deficiency that would jeopardize the safety of the children, parents, or self, they should be relieved of their duties until further notice.

Training or Physical Deficiency

- Was the deficiency due to a lack of mental awareness of the position's requirements? In this case, the employee should be re-trained and deployed while being observed by a qualified supervisor. If the guard shows they are capable and the deficiency has been corrected, they may be reinstated. A Job Safety Observation should be completed. Monitoring should continue on a scheduled basis to ensure competency.
- Was the deficiency due to a medical concern? Advise the employee that they are being sent for a physical exam to determine their fitness for duty. Send the medical professional all Job Safety Observations and a copy of the job description. Obtain a copy of the evaluation. Conduct an assessment with the Chief of Police and the municipal attorney to determine a course of action that may include reinstatement or termination.

Physical Examinations

The physical examination, vision, and hearing tests should be conducted in a clinical setting by a physician with experience examining job applicants. To perform the functions of the crossing guard position, the applicant must be capable of standing for two hours or more at a time and be able to lift and hold in position a stop sign weighing approximately one pound while holding the opposite hand in an upright, raised position. The examining physician should be provided a job description listing the physical requirements for the position.

If abnormalities or deficiencies are identified as a result of the physical examination, including vision and hearing tests, the candidate is not qualified for the position. As an option, candidates not meeting the standards can be referred to an appropriate specialist for further examination to determine their physical capacity to perform the duties of the position. If this option is pursued, the specialist must be provided with the results of the examination and the standards that are to be met. Until the specialist report is received, the candidate should not be permitted to serve as a crossing guard. If the specialist report confirms the earlier testing outcomes, the candidate is not qualified to serve as a crossing guard.

The following vision and hearing standards are excerpted from the New Jersey Crossing Guard Report, Copyright ©2007 I/O Solutions, Inc.

Vision Standards and Recommended Tests

1. Peripheral Vision

Visual field shall be 160 degrees in the horizontal meridian binocularly with or without correction. Any perimeter that can measure the horizontal field of vision can serve as the testing method. The extent of the visual field shall be determined along the horizontal meridian for each eye with a perimeter (confrontation fields are not acceptable.) Values less than 160 degrees are acceptable only if complete compensation occurs with the opposite eye in binocular viewing. Any central absolute scotoma must be completely compensated by the opposite eye.

2. Stereopsis

Using either the Titmus test (TST) or the Rand Dot Stereo test (RST) or the Randot E test: TST Wirt Circle #8 (50 seconds of disparity) RST or RDE Target #6 (50 seconds of disparity). Subject must identify which object stands out from the page wearing Polaroid eyeglasses.

3. Color Vision

In response to one of the following three editions of the Ishihara Pseudoisochromatic Plate Screening test, with the testing conducted one plate at a time, the applicant should achieve the following results:

- 38 plate edition: The first 21 plates – 9 errors or less. An individual who misses the first plate has failed.
- 24 plate edition: The first 15 plates – 6 errors or less
- 16 plate edition: The first 9 plates – 4 errors or less

4. Visual Acuity

The applicant must be able to read 20/30 letters with the dominant eye on the Standard Snellen optotype chart. The non-dominant eye must have 20/40 or better with best correction. The applicant is asked to read the smallest line of letters that can be read with one eye covered. This is repeated with the opposite eye covered. An applicant wearing contact lenses must meet the visual acuity standard with their contact lenses in place. A statement from the applicant's eye care professional must be presented confirming that contact lenses have been worn successfully for a minimum of four months.

Hearing Standards and Recommended Tests

The candidate must be tested in a sound booth. Both the sound booth and audiometer used for testing should be calibrated using the most recent ANSI standards, and have been calibrated with the past year. Calibration certificates should be on file and available for review.

Candidates qualify if they meet standards with or without amplification.

The crossing guard hearing standards are as follows:

- Hearing thresholds of 40dB or better in each ear at 500, 1K, and 2 KHz.
- Pure tone average thresholds at 500, 1K and 2K Hz 35dB or better in each ear.
- The hearing threshold at 4K Hz must be 45dB or better in each ear.