

## Physical Examination for Personnel

Section 1. General. Good health is one of the prerequisites for employment. If health problems or disabilities are known that would be a danger to the applicant or other employees while performing essential job functions, such health problems or disabilities are to be reported prior to employment. After employment, if health problems or disabilities occur, they are also to be made a matter of record. The East Allen County Schools may require any employee to have a physician's examination at any time in order to determine the fitness of such employee to perform duties satisfactorily.

Physical examination records will be kept in a separate file and will be confidential.

### Section 2. Physical Examinations.

1. Transportation Personnel. The transporting of students requires that the driver be in good health. Therefore, bus drivers are required to have a physical examination by a medical practitioner provided by the East Allen County Schools in the following situations:
  - A. Before returning from an absence due to illness, injury, and/or disability which could affect performance of employment duties; or
  - B. At any other time requested by the Superintendent or his designee.
2. Custodial/Maintenance and Food Service Personnel. Custodial and maintenance personnel and food service personnel are involved in physically strenuous activities. Therefore, custodial and maintenance personnel and food service personnel are required to have a physical examination by a medical practitioner provided by the East Allen County Schools in the following situations:
  - A. Candidates for custodial and maintenance positions or food service positions prior to actual employment; or
  - B. Before returning from an absence due to illness, injury, and/or disability which could affect performance of employment duties; or
  - C. At any other time requested by the Superintendent or his designee.

*Legal References:* P.L. 148 - Acts 1979 - Indiana  
I.C. (6-1-9-1) Amended