

Safety Committee Meeting
Wednesday, November 18, 2020
4:30 pm- Zoom

Members in attendance: Sharay Boynton, Todd Craig, Tanner Holmes, Rose Kebe, Rosalinda Martinez, Candace Miller, Latisha Moore, Patrice Morrison, Amy Parker, Aaron Ramsey, Rodrigo Sanchez, Tim Waldman, Alan Wallace, Stephanie Wamsley, and William Shenko

Guests: Russ Edwards and Jordan Edwards from Kite Services/FBS, and Cindy Collins from Edwards Risk Management.

Candace Miller called the meeting to order at 4:33 pm.
Candace thanked everyone for their time and attendance today. Candace also thanked the new members for joining the committee.

Everyone should have received the Toilet Tabloids from Candace. These need to be posted on campuses and in departments where all employees can see them. Members need to reach out and make sure they are posted at the feeder schools.

Candace introduced Russ Edwards as the presenter today. Russ went over the agenda for today's meeting. The mission of the committee was reviewed as well as the responsibilities of the committee.

The committee then looked at Worker's Comp claims over the past four years through September 30, 2020. The chart showed claims less than \$10 K, greater than \$10K and the claim counts in those years. The chart shows that a lot of dollars are coming from claims greater than \$10K. Claim dollars were reduced in the 2019-20 school year due to the pandemic and staff not working in buildings. For the 2020-21 school year which started in July there have been 13 claims, with three being over \$10K. This school year is starting off better than previous years.

The committee next looked at claims by month of injury. The graph shows four injuries in March and then no claims for the remainder of the 2019-2020 school year. Again this is due to the pandemic. The committee looked at accidents by day of the week. Monday claims are half of the other days. Russ explained that Monday and Friday claims typically are higher, but Monday claims are not always truthful claims due to the weekend off of work.

The committee next looked at Department claims for the 2019-20 school year. Transportation had eight claims. Professional had 68 claims. Maintenance had 5 claims. Food Service had 18 claims. Custodial had 6 claims.

The committee then looked at a graph that showed cause of claims from July 2019 through June 2020. Thirty Seven percent were caused by falls. Twenty percent were caused by other which could include a fall leading to a bump. Sixteen percent were caused by struck. Eleven percent were caused by cuts. Ten percent were caused by strikes. Three percent were caused by burns and caught.

The next graph showed the cause of claims that were more than \$10K starting in the 2015-16 school year to 2019-20 school year. The main cause were from falls.

Russ then went over the district Safety Incentive Program. The graph shows we had good participation for the incentives we had. The highest participation was the first employee to report a wet floor sign which had 125 participants. The Meme for district safety had 51 participants. The How many steps to a ladder had 33 participants. The Submit a photo of co-worker being safe had 31 participants.

The next slide showed the safety programs WCS/ERMI for 2019-20.

August through October 2019 “Believe it or Not” for Child Nutrition, Special Education and Facilities Maintenance.

August 2019 “Guide the Sides: for Transportation.

January 2020 “Every Picture Tells a Story” for Transportation.

March 2020 “We All Have a Role” for Transportation.

Russ then let the committee know that gradable safety inspections were started in the 2019-20 school year but only a few due to the shutdown of schools. Russ showed Haltom Middle Schools inspection. They scored 91 percent. The inspection also included comments and pictures of what was seen on the campus.

The Safety Program WCS/ERMI for 2020-21 were then given.

August 2020 “Identify, Predict, Decide and Execute” for Transportation.

November 2020 “Prevent Slips, Trips and Falls” for Child Nutrition and Maintenance.

February 2021 “Stress – Understand, Respond, Be Well” for Child Nutrition, Custodial and Maintenance.

WCS’s Safe Employee Recognition Campaign and the PCAT Bus Driver of the Year will finish up the year.

Russ then explained that we are looking for campaign ideas. One suggestion was the “Play of the Day”. Staff would identify the top five hazards at their workplace. Then a drawing for all those that turn in five hazards.

The committee needs to come up with other ideas.

The committee assignment is to decide what to take back to departments and campuses. What items to bring back to committee? Overall communications.

Candace will send the presentation from today out to the committee. There will also be an email with a link to a survey. Each member is asked to think about what types of programs and incentives they would like to see and then take the survey. Candace explained that members can take the survey more than once. Members were asked to think of things that would bring attention to safety. The more employee participation we get, the more employees are motivated to look around them and be safe.

Rose Kebe asked if there was a way to receive data broken down by campus or a particular department, or areas of claims. That would help us see where the accidents are occurring or the cause of the accidents. This would help us fix the issues.

Russ said that the data is there. He will try to include campus data for the next meeting. Candace mentioned that campuses should have received a report of claims for last year for their November safety meetings. The information has been shared.

A suggestion was made that maybe a competition between campuses or feeders would work well.

Candace then thanked Workers Comp Solutions for the prizes they provided for incentives last year. Candace introduced Cindy Collins.

Cindy Collins said how nice it is when they can do in-person trainings with Auxiliary staff. They had done training with Special Ed staff. She explained to everyone that keeping safety in forefront has helped with accidents and claims. November trainings are going on now.

Latisha Moore asked what the budget for incentives was. Sharay Boynton said we are spending \$200 for prizes. We had an outside source help with gift cards. The district can't spend funds on gift cards. We will attempt to do that again. If we can't get funds from outside sources then we will do mugs or cups again.

Latisha then mentioned that fatigue can be a big cause of accidents. What do we need to do to keep our staff safe through the stress of this year? She asked if we are able to look at a program or something in order to help with fatigue. Are there any campaigns that support in that area?

Cindy mentioned that there is a recorded program that deals with Stress and it is available to anyone.

Candace reminded members to reach out to her for any needs on campuses or departments. If members see things that need to be repaired, they need to be reported to custodial staff or immediate supervisor.

Meeting adjourned at 5:25 pm

Respectfully submitted,

Patrice Morrison