

ARTICLE __ SAFETY:

A. The District and OSEA mutually agree to promote a safe and healthy work environment. School districts have a duty to protect and safeguard students and educators. The District will comply with all workplace and safety requirements of state and federal law and regulations. Employees with concerns about health or safety should present those concerns to the employee's Supervisor and to the site safety committee to discuss and identify solutions, which include but are not limited to additional staff training, additional staff support or resources, and the identification of a safe place to appropriately support students with disruptive behavior.

B. Working Conditions

Employees shall not be required to work under unsafe or hazardous working conditions or perform tasks that endanger their health, safety, or well-being as provided under Oregon law. Any unsafe or hazardous conditions will be reported to the employee's Supervisor and Site Safety Committee. When members follow District procedures for reporting physical environment problems, the District shall apprise the site administrator/designee, who in turn will communicate with the affected member(s) within two (2) weeks of the status or disposition of the problem as well as when there are updates available.

When environmental quality concerns have been reported following District procedures, the results of any study commissioned by the District will be provided to the administrator and the Association, and the administrator will share those results with bargaining unit members at the site within thirty (30) days of receipt.

When a worksite does not have electrical power or running water, or temperatures in working spaces are outside the OSHA recommended sixty-eight (68) degrees to seventy-six (76) degrees, the District will make reasonable efforts to provide mitigation. Mitigation efforts may include but are not limited to fans, portable air conditioning, or heating units. If the issue cannot be resolved with such efforts within that day, additional mitigation efforts may include providing staff with an alternative workspace if available or permitting members to work at home or an alternate location if their work duties allow. These mitigation measures will be communicated promptly to members at the worksite.

C. Safety Committees

- a. There shall be a separate Safety Committee designated for each location in the district as well as a District Safety Committee. All Safety Committees shall have at least two (2) classified employee representatives as members, selected by the classified employees at each worksite, and the committees shall meet monthly during paid time. If the classified employees at a worksite are unable to select a representative for the Safety Committee, the Chapter executive board will facilitate the selection of the committee member. If a building has a specialized

classroom, the Safety Committee will have one classified employee representative from a specialized classroom. The District shall provide training to members of each worksite Safety Committee in accordance with federal and state laws.

- b. Staff can call for an emergency safety meeting within two (2) days of a student incident that involves restraint, seclusion, or injury/potential injury to a staff member. A minimum of thirty (30) minutes of paid time for classified committee members will be provided for these meetings.
- c. When a Safety Committee determines that a hazard or safety issue exists and offers a structural solution or the need for specialized equipment, the District will provide the safety committee with a plan of action within 5 business days regarding the existing hazard, structural issue, or equipment needed.
- d. The district will make the Association aware of efforts being made to ensure employee safety.

D. Safety Violations

The District and OSEA are committed to the health and safety of all employees. In accordance with this shared commitment, unsafe conditions and acts will be addressed appropriately.

If a reported safety violation remains unresolved with the supervisor and Site Safety Committee, any allegation that the District has violated the provisions in this article must be made to the appropriate state agency prior to escalating the repeated safety violation through a contractual grievance procedure.

In order to address broad health and safety concerns, the District will meet and consult with the association at least annually to review relevant policies and procedures regarding health, safety, vandalism, student discipline, and protocols involving immediate threat assessments, together with appropriate annual training regarding the same.

- E. Employees who are assigned health care/nursing tasks shall receive advance training and periodic monitoring in accordance with the requirements of the Oregon State Board of Nursing and any other related governing bodies.
- F. The District will reimburse an employee for the costs of any additional medical examinations necessary due to work-related exposure to or contact with diseases or hazards that may affect the employee's ability to work.
- G. An after-hours safety plan will be developed and implemented in each building by the Principal or Supervisor, with the input of employee(s) on swing or night shift, and accessible to Building Monitors.
- H. Safety Glasses
Maintenance personnel and mechanics shall be provided with Occupational Safety and Health Association (OSHA) approved non-breakable safety glasses.

I. First Aid Cards

- a. Tuition reimbursement will cover the cost of the district-provided course for employees who are required to have First Aid cards.
- b. In the event that the First Aid class extends beyond the employee's normal workday, the employee shall be compensated at their regular hourly rate unless the time qualifies the employee for overtime. In that case, the terms and conditions of overtime become applicable, and the employee is paid accordingly.

J. Property Loss Prevention

Upon request, the District shall provide a locked cupboard, cabinet, or drawer for employees' personal effects.

K. Access to Student Records

In accordance to state law, all classified staff assisting students with the educational, behavioral, medical, health, or disability-related support needs of the student must have access to the individualized education plan (IEP), 504 plan, behavior intervention plan, medical support protocols, and/or any other documentation related to the school district employee's responsibilities to assist the student's educational, behavioral, medical, health or disability-related support needs.

Employees shall be provided up to 30 minutes of scheduled non-student supervision time each week to review IEPs, 504 Plans, or behavior/safety intervention plans, provide input for an upcoming meeting regarding the student, and check in with other support staff regarding the care of the student with specialized needs.

L. Training Programs

- a. All school-based employees, as well as non-school-based employees who work directly with students, will receive training in de-escalation and crisis management intervention techniques.
- b. All Para Educators, Campus Supervisors, and Early Childhood Care Providers will receive de-escalation, restraint, seclusion, and staff protection training approved by the Oregon Department of Education. Other employees may choose to receive training as capacity allows, as determined by the District. The District and OSEA agree to work collaboratively to identify additional employees who may receive this paid training.
- c. During pre-service periods at the beginning of each school year, the District will provide employees who assist any students with educational, behavioral, medical, health, or disability-related support needs with up to four (4) hours of paid time to review all of the students' individualized education programs (IEP), 504 Plans, behavior/safety intervention plans, medical support protocols, or any other documentation that relates to the classified employee's responsibilities to assist with the student's educational, behavioral, medical, health or disability-related support needs.

- d. Employees hired after the pre-service periods or who are unable to attend pre-service periods shall be provided up to four (4) hours of paid non-student supervision time for reviewing information.