

ARTICLE 14: SAFE & HEALTHY WORKING ENVIRONMENT ~~PHYSICAL EXAMS~~

The District and the Association are committed to the health and safety of all employees, and mutually agree to promote a safe and healthy work environment.

A. Physical Environment

1. The District will comply with state and federal laws and regulations pertaining to environmental concerns, workplaces safety, and maintaining a healthful environment.
2. Employees may report any potential health or safety concerns (such as temperature, water, noise) to the Safety Committee or administrator or supervisor. When staff follow District procedures for reporting physical environment problems, the District shall apprise the site administrator/designee, who in turn will communicate with the affected employee(s) within two (2) weeks of the status or disposition of the problem as well as when there are updates available.
3. 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 administrator will communicate with employees at the site within thirty (30) days of receipt.
4. When a worksite does not have electrical power or running water, or temperatures in working spaces are unusually high or low, 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 an alternative work space if available, or permitting staff to work at home or an alternate location if their work duties allow. These mitigation measures will be communicated promptly to employees at the worksite.

B. Training and Information

1. All employees who work directly with students shall have access to online training on topics such as classroom safety, de-escalation, and restraint and seclusion.
2. Employees who are designated by the District to be certified in de-escalation and/or restraint and seclusion, such as paraeducators in self-contained special education classrooms, shall be provided such training on paid time. Other employees may request to receive such training as capacity allows, as determined by the District.
3. When a district nurse determines that a student's health needs can be met through delegation or instruction, the nurse will train ~~one or more~~ a minimum of three (3) unlicensed staff members to perform assigned health-related tasks in accordance with state laws and nursing standards.
4. Employees assigned to support a student's specialized health, medical, behavioral, educational or disability-related support needs shall have access to the medical support protocols, individualized education plan, 504 plan, behavior intervention plan, and/or any other documentation related to the school district employee's responsibilities to assist with the student's health, medical, behavioral, educational or disability-related support needs, subject to federal laws related to the confidentiality of health or educational records.

5. The District will provide employees who are primarily assigned to supporting students with health, medical, behavioral, educational or disability-related needs, such as paraeducators in self-contained special education classrooms, with up to four (4) hours of paid time per year to review students' individualized education plans, 504 plans, behavior intervention plans, medical support protocols and/or any other documentation that relates to the employee's responsibilities to assist with the student's support needs. Supervisors shall identify non-student contact time for employees to conduct this review, allocated from hours in the normal work year, such as parent conference days or final opportunity week days reallocated to work days in the pre-service period at the start of the school year.
6. 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.

C. Safety Committees

1. Safety committees shall be established to implement the district's safety program as part of an ongoing effort to help ensure the safety of students, staff, and others while on district property.
2. The superintendent or designee shall develop administrative regulations necessary to implement this policy and meet the applicable Oregon Occupational Safety and Health Division requirements.
3. The superintendent or designee shall coordinate the district's safety committee efforts and maintain all necessary records.
4. Employee representatives shall be volunteers or elected by their peers. Members of the committee shall serve at least a continuous one-year term. Terms shall be staggered to provide continuity. There shall be a chair elected by the site safety committee.
5. 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.

D. Property Loss

1. Reimbursement for Personal Property Damage: The District shall reimburse employees for the reasonable cost up to three hundred fifty dollars (\$350) of personal property that is damaged or destroyed as a direct result of actions taken against their person or acts of property destruction in the course of the employee acting in the discharge of their duties within the scope of their employment. This language shall not be construed as pertaining to accidental damage.
2. Property Loss Prevention: Upon request, the District shall make an effort to provide a secure space for employees' personal effects.

E. Physical Examinations

If the District determines the necessity for an employee to have a physical examination, the District will select the physician, pay for the physical examination and have the findings reported to Human Resources. If the examining physician recommends an EKG, the District will cover the added cost.