

Safety Committee Meeting Minutes

Meeting Date:	October 13, 2025
Meeting Start/End Time:	8:00 a.m. – 9:00 a.m.
Meeting Location:	District Office Conference Room
Members Present:	Angie Radel (IEA), Dawn Lueck, Amblyn Reisetter, Matt Wagner, Ann Riebel, Wendy Howard (Google Meets), Lisa Eddy, Trish Johnson, Justin Haller, Nathan Pollock (Google Meets)
Other Attendees:	



Our Vision: One community of lifelong learners, engaged in creating our culture, where all are safe, valued and accountable to one another for success.	Our Mission: Expect excellence, grounded in compassion, to meet the needs of all learners.
Strategic Directions: Strategies to Achieve Our Vision A. Expecting high achievement for all students by improving our practices and building positive relationships B. Understanding and meeting everyone’s social-emotional, mental health, and cultural competency needs C. Operating with and communicating clear expectations, support, and accountability D. Implementing safe and secured schools and environments E. Engaging and partnering with parents, families and community F. Securing and managing all of our resources: people, money, facilities, time	Core Values: Excellence: Be my best and expect the best of others Kindness: Concern, compassion, and advocacy for others Respect: Acceptance of self and others as we work together Honesty: Say and do the right thing, even if no one is watching Responsibility: Do my part and be accountable for what I say and do
Committee Purpose and Collective Commitments: <i>To bring workers and management together in a cooperative effort to promote safety and health in the workplace.</i>	

<u>Agenda Item:</u>	<u>Discussion/Action:</u> <u>(Minutes)</u>	<u>Person(s)</u> <u>Responsible:</u>
Review 04-14-25 Meeting Minutes	Meeting minutes reviewed. No follow-up needed.	
HR Updates - Employee Injuries	We typically see a spike in injuries at the beginning of the year, and August experienced a particularly high number. Many of these incidents involved knee injuries, occurring across various departments—including maintenance, teaching, and childcare—so no single department appears to be responsible. No specific trend has been identified, although age of staff may be a contributing factor. The group discussed strategies to promote knee joint safety. Angie recommended reaching out to our insurance carrier for additional guidance and possible resources. The majority of recent student-related injuries have occurred at Goodview. Last year, we experienced a significant increase in biting incidents, which led to the purchase of bite guards. This year, the influx of student-related injuries continues, though most involve hitting rather than biting. Our workman's compensation rate remains high. One of the more serious incidents involved an accordion wall. The wall, made of heavy steel plates, had been removed by Justin and was temporarily standing to the side. When Justin and two others attempted to lay it down, it shifted unexpectedly. Recognizing its weight, Justin warned two employees to move and he dove out of the way. Unfortunately, the wall spread out, injuring one employee's ankle and another's arm. In hindsight, the incident could have been prevented. It was noted that Justin should have inspected the wall's structure by cutting the fabric beforehand to understand what materials were inside. To reduce risk and support aging maintenance staff, the district hired additional summer staff to assist with heavy lifting and moving tasks. This proactive approach was successful and will continue next year. As in prior years, we anticipate an end-of-year spike in injuries, which appears to be a recurring pattern.	HR – Dawn Lueck
Building Security Updates	No updates.	N/A

IEA Update	Angie reviewed the process for an OSHA inspection. When OSHA arrives, they will most likely visit the high school first and report to the main office. The district will have the opportunity to contact IEA to attend the inspection. During the inspection, the OSHA representative will review relevant files (to include Health & Safety files, OSHA logs, and training records), conduct a walkthrough of facilities, and interview staff members. Interview questions may include whether employees feel safe in their jobs, if they have the appropriate personal protective equipment (PPE), and whether they have received proper training. OSHA is expected to visit areas such as maintenance and custodial spaces, the kitchen, science labs, art rooms, industrial technology classrooms, and the band area. At the conclusion of the inspection, OSHA will hold a closing conference to discuss findings and outline next steps. IEA will conduct mock OSHA inspections to help the district prepare. Staff members requested to be notified in advance when these mock inspections are scheduled. AWAIR written program is complete and has been filed in the H&S files. Training was completed for all-staff during welcome week. Science Safety checklists were completed by IEA. Room 111 (SPED) was identified not having a fire extinguisher. Trish is going to confirm. Justin can provide an ABC extinguisher. Compressed air is labeled as gas in 110 science (Trish) – this needs to be relabeled. Fume hood testing was completed by IEA and the testing form was provided to Trish to post at the hood. Compressed gas audit was completed by IEA in September. Lockout Tagout periodic inspections are being completed by IEA; some have been done. Roof fall protection is being installed at the Middle School. IEA completed a roof fall hazard assessment and secured a quote from Merit Roofing for guarding installation. Due to the cost of the project, the district has prioritized the installation based on fall risk, and the project will be completed over time. Angie provided an update on required training for the following departments: Food Service, Science, Art, Industrial Technology, Maintenance/Grounds/Custodial, AWAIR, and Seasonal Maintenance. Sherry Dahlen is currently out for an extended period, and there is no long-term substitute in place. The Industrial Technology department is the only area that has not yet completed training. Jerry will complete his training following the walkthrough scheduled for October 13, 2025. Angie added Julie Winegar to the	Angie Radel/Justin Haller
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	Industrial Technology training list and sent her the training to be completed by November 14, 2025. The district needs to establish a process for training new staff on AWAIR.	
Round Table	Amblyn Reisetter – wondering if the gas valves are hooked up in her classroom? Is it locked out at the main shut off? Angie can check with Lauren Cowell. Lifeguard Staffing Discussion: Nathan Polluck The group discussed whether other districts employ additional lifeguards during swim classes. It was noted that the Red Cross strongly recommends a 15:1 swimmer-to-lifeguard ratio, while current class sizes are typically around 30 students. In addition, according to these recommendations, if Nathan enters the pool, he is not considered an active lifeguard, which creates a coverage concern. The committee discussed staffing options. The possibility of utilizing high school students with current lifeguard certifications was discussed. College students from WSU may also be an option, though it can be difficult to align schedules with the district’s swim times. The current lifeguard pay rate ranges from \$25–\$32 per hour, depending on experience. At the Middle School, swimming is scheduled to begin on November 11, 2025. Current certified Phy-Ed staff at the Middle School include Nate, Brad, and Kristin Schultz. Jen could serve as an additional observer but cannot act as a lifeguard. Staff may be able to use their prep periods for pool supervision, provided they are compensated; Nate will discuss this option with his team. The group also discussed the potential creation of an Educational Assistant (EA) position dedicated to Phy-Ed to help cover future needs. Dawn will work to identify additional qualified lifeguards or staffing options. Additionally, Nathan brought up equipment and Safety Concerns. The hip pack at the Middle School was found to be corroded from chlorine and would not open properly. The breathing mask inside was deteriorated. The condition of the High School equipment is still unknown. The strap on the buoy is deteriorating. The shepherd’s hook may be missing—Lauren will verify this. Lauren is ordering all necessary replacement safety items, and she and Justin will also inspect the High School pool to assess equipment needs. Ann Riebel – swing Early childhood at Goodview is not in compliance. Straps that were ordered do not fit. Need to order a new swing.	Angie Radel/Lauren Cowell Dawn Lueck/Nathan Polluck Justin Haller/Lauren Cowell Justin Haller/Ann Riebel

	Wendy Howard – bites at Kindergarten center continue to be an issue. Staff should let Wendy know and she will get bite guards; she is monitoring. Is there additional training we can look at for how to prevent bites (looking for cues for biting). It's covered in CPI.	Wendy Howard
Adjournment	Meeting adjourned at 8:58 a.m.	