

Safety Committee Meeting Minutes

Meeting Date:	December 15, 2025
Meeting Start/End Time:	8:00 a.m. – 9:00 a.m.
Meeting Location:	District Office Conference Room
Members Present:	Angie Radel (IEA), Steve Dzurik, Lisa Eddy, Brittany Kropidlowski, Ann Riebel, Josh Anderson, Tim Gleason, Dawn Lueck, Wendy Harward, Steve Gilbertson, Justin Haller, Nate Pollock
Other Attendees:	
Members Absent:	



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 10-13-25 Meeting Minutes	Lauren Cowell recently purchased new safety equipment for the pool, including two lifeguard packs, breathing respirators, first aid kits, as well as two new buoys for lifeguards to use. Although there is no additional staff available, Nate Pollock has been creative in managing coverage. One strategy he uses is having students exit the pool so he can demonstrate strokes, and Brad Berzinski has been consulted and is supportive of this approach. Cameras have been installed in many areas, but two locations remain uncovered—the weight room and the pool. While some staff are hesitant about cameras, Nate is comfortable with them, and they would allow footage review to verify incidents. Dave Anderson requested that this issue be raised at the meeting, and there is a question about whether funding should come from LTFM or capital. Justin added that the insurance provider would need to be consulted, since cameras were previously not installed for a certain reason that is unknown at this time. Ann Riebel noted that there have been other concerns at the middle school related to community education, and Dawn Lueck asked for a list of certified lifeguards but received little response beyond phy-ed staff. The hope is that the district can provide one extra person to be in the pool area while Nate Pollock is teaching, though this remains a work in progress. Nate has already completed two instructional units with different expectations depending on grade level, emphasizing that when working around water, there are few second chances and teachers must remain on high alert. Ann requested that clear behavior expectations be	

	established so that after-school swim programs can follow the same standards. Nate agreed to draft these expectations, particularly for deep-end use, and share them with Ann. Overall, the team is working toward solutions to ensure safety and consistency in the pool environment. Nate Pollock reported that the lock on the weight room is not always functioning properly, and when it fails, students tend to hide out in those spaces. This issue needs to be addressed. Ann Riebel reported that early childhood swing has been replaced at Goodview. Wendy Harward shared that biting incidents at the Kindergarten Center are decreasing, with the use of protective sleeves and behavior regulation strategies helping to manage the problem. Although urination on teachers is still occurring, efforts are underway through the IEP process to reduce these incidents, and they have already been significantly reduced. A quarterly review of restrictive procedures is currently in progress, and Wendy noted that more students are enrolling, which continues to add to the challenges being managed. The committee had previously discussed strategies to promote knee joint safety as there have been a high incidence of meniscus tear injuries at the district. Dawn Lueck and Brittany Kropidlowski met with Workman's Compensation company ICW – they were not helpful. Angie Radel (IEA) can research strategies for strengthening the body and accident prevention.	
HR Updates - Employee Injuries	Dawn Lueck provided the following HR update: At the beginning of the school year, there is	

	typically a noticeable surge in behavioral issues, with October and November being the peak months. The hope is that these challenges will settle down as the year progresses. Current concerns include biting, hitting, and kicking, and while significant injuries have occurred, they have been random in nature. Within the general education population, Functional Behavior Assessments (FBAs) have been implemented to guide behavior strategies. Overall, while the situation requires ongoing attention, nothing out of the ordinary has been observed.	
Building Security Updates	Steve Dzurik provided the following update: A few open doors continue to be an issue, with former students attempting to enter the building. It is important to ensure that all doors remain locked. The gym and weight room situation at lunchtime has improved considerably, as have the locker rooms. Having people present in these spaces appears to help, and the SOAR program's presence in the gym during lunch has been beneficial. Still, safety specialists need to continue monitoring the gym doors, as these were problem areas last year. Josh Anderson raised concerns about cameras, noting that there are significant blind spots in the Kolter wing, with cameras only positioned at both ends. An incident occurred that could not be captured, highlighting the need for additional coverage. The math wing also requires cameras, and the bathrooms in that area remain problematic. While educational assistants were present at the start of the year, their presence has decreased, and issues in the stalls cannot be monitored. Students have been damaging the bathrooms, with the Kolter boys' bathroom being the most concerning. Unfortunately, there is no	

	clear solution at this time. Steve Gilbertson emphasized the need for a camera in the lunch line, as well as in other areas that require attention. Capital requests are due in January, and a meeting with Kevin Flies has been requested to address these needs. The group also discussed the importance of establishing who has completed the “I Love You Guys” training and clarifying responsibilities in the event of an emergency response event, including identifying backups. A subcommittee should be formed, and Nathan Warneke should be included. The unification process kit, located in Dawn Lueck’s office, provides a scripted outline of roles and responsibilities, and everyone must know where it is. Initially, four staff members attended the training, followed by Justin Haller. At the DLT meeting, it was agreed that the process should be formalized, ensuring someone has access to Infinite Campus and the entire emergency protocol. Josh Anderson also noted that the safety manual needs updating and simplification, as the emergency preparedness plans are not current. There is a glitch in the notification system: when Linda Murphy made an announcement at the High School, it was not heard, including in the district office. It is unclear whether the pool is connected to the system, and this needs verification. Jefferson recently experienced an ambulance call where announcements could not be heard in the basement, and Goodview reported that nothing can be heard on the early childhood side. It is critical to verify that the “all-call” system reaches the entire building and that secretaries are	
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	consistently using it.	
Facilities Update	Justin Haller provided the following update: The chiller installation is not yet complete but is expected to be finished by mid-February. The contractor had to reassign staff to complete the mall project for HVED, though the chiller itself has already been placed. Dawn Lueck asked whether snow removal is contracted and Justin Haller clarified that the district is responsible for clearing front walks, sidewalks, and stairs. Justin explained that snow removal is handled through a combination of contracted services and district employees. Dawn inquired if the front walk at the High School could be cleared earlier, ideally by 5:30 a.m. Justin noted that district employees begin work at 3:00 a.m., but prioritizing the front walk is a staffing challenge. Custodians are responsible for clearing steps, while maintenance staff handle the High School and Middle School. Additionally, Dave Smith has the added responsibility of operating the salt truck.	
IEA Health & Safety update	Update provided by Angie Radel (IEA): Lead in water sampling will be completed prior to April 1, 2026. All required safety trainings for the 2025–2026 school year have been finished, unless new hires are added. Recent hires include John McCain and Suzette Pruitt in facilities, both of whom have completed custodial and maintenance training, with John also completing forklift certification. Julie Winegar has joined as an Industrial Tech hire, and has completed the Industrial Tech safety training.	

	There are new food service staff as well. Brittany will provide the new hire names for Angie to distribute safety trainings to. Angie also reminded Brittany that AWAIR training must be distributed to new staff when they start. Safety rails are scheduled to be installed at the Middle School over the holiday break by Merit Roofing. IEA has completed a hazardous waste inventory for disposal in coordination with Winona County, and Dawn will include this information in the HR newsletter. Hoist inspections have been finished, with necessary repairs to follow. Tier II reports, which document large quantities of hazardous materials stored on site, are due to the state by March 1, with copies provided to the fire department. IEA will complete these reports for the district. Job Hazard Analyses (JHAs) are currently being conducted by IEA. Planning is underway for summer construction asbestos abatement projects.	
Round Table	The Safety Specialists have a hard time attending an 8:00 a.m. meeting. Scheduling the meeting for later is difficult for teaching staff and for other staff that come from other buildings. Dawn proposed changing the time of the meeting to 7:30 a.m. Justin Haller raised the idea of forming a	

	subcommittee for the “I Love You Guys” reunification process, suggesting that DALT should discuss it further and that both the safety committee and DALT members be involved. He emphasized the importance of including representatives from community education, IT (Kevin Flies), and Brad Berzinski to ensure a broad cross section of input. A Google Doc could be started within this committee and then shared with DALT to identify roles and responsibilities. A diagram will also be needed to outline the reunification process, including which doors should be used. Wendy Harward requested that a safety protocol be developed for early childhood home visits, with time set aside to review it and include it as part of the onboarding process. Lisa Eddy will bring this to the early childhood staff meeting on Wednesday, and social workers along with one case worker from the elementary school should be included in the discussion. Justin Haller asked Ann Riebel if during the break if classrooms in the pod area would be used, and Ann confirmed they would not. Work related to the lead-in-water requirement will take place there instead. Ann Riebel asked if the LIW project can be scheduled in early January, and Angie confirmed it could be done after the 5th. This would be helpful for the early childhood licensing. Dawn Lueck expressed that in the High School science wing, teachers have expressed concerns about backpacks creating trip hazards after a teacher fell. To address this, Justin Haller has	
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	ordered hooks and hopes to have them installed over the holiday break. Cubbies have not yet been researched, but a capital request for lockers may be considered. A broader plan will need to be developed to determine the district's long-term approach to managing these safety concerns.	
Adjournment	Meeting adjourned at 9:03 a.m.	