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ARTICLE 19

HEALTH AND SAFETY

The District shall provide a safe and healthful working environment for all employees as defined by OSHA standards and by state and federal regulations.

A. Protective Equipment

In accordance with OSHA requirements, the District will assess worksites to determine if hazards are present or likely to be present that require the use of personal protective equipment (PPE) or other protective equipment. The District will provide training to each employee who is required to use PPE including when to use the equipment, what equipment to use, how to put on the equipment, and the necessary maintenance protocols. Proper PPE and other protective equipment shall be provided for all employees engaged in work where such PPE is required to meet state or federal regulations or District policy. PPE and other protective equipment shall remain the property of the District.

B. Blood Borne Pathogens

The District will provide training regarding Bloodborne Pathogens to Education Support Professional ESPs staff whose job responsibilities involve potential exposure to blood or other infectious materials. Inoculations, protective clothing and equipment will be made available to employees in accordance with the provisions contained in the District's Bloodborne Pathogens Exposure Control Plan.

C. Physical Examinations

The District will pay the cost of required physical examinations and other required medical tests but not medical treatment. The District will establish standards for such physicals and the District reserves the right to designate the facilities where required medical tests will be conducted. Payment, if required, shall be remitted directly to the physician upon validation of the examination. If available to the District and upon the employee's request, a copy of the examination will be given to the employee at no cost.

D. Paid Training

When the District requires safety and first aid training for Education Support Professional ESPs employees, it will be provided at no cost to the employee. The employee's training time shall be paid at the employee's regular rate of pay.

E. Access to Student Records

All school district employees, (including, but not limited to SPIA and Bus Drivers) assigned to work with a student with specialized needs to assist the student with the educational, behavioral, medical, health, or disability-related support needs of the student must have access to the individualized education program, 504 Plan, behavior intervention plan, medical support protocols, or any other documentation related to the school district employee's responsibilities to assist with the student's educational, behavioral, medical, health, or disability-related support needs.

F. Training Programs

1. 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.
2. All Campus Safety Specialists and SPIAs will receive Oregon Department of Education approved restraint, seclusion, and staff protection training. Other employees may volunteer to receive training as capacity allows, as determined by the District. The District and the Association agree to work collaboratively to identify additional employees who may receive this training.

G. Emergency Contact During the Work DayWorkday

Each worksite will establish procedures that identify who an employee contacts in the building for assistance during emergencies. The procedure will include a contingency in case the initial contact person is not available and name a supporting administrator if there is not one available in the building. Modifications to these procedures will be shared with staff, including the building representative, by the conclusion of the third week of school.

H. Response to Intervention

1. For students, in cases where the frequency, intensity, and/or duration of student behavior jeopardizes the safety of staff or students, a collaborative approach will be taken to address the situation. The concern will be brought to the school team that meets to discuss student behavior and/or the student's IEP team, in collaboration with those knowledgeable of the student and staff knowledgeable of the incident(s). They will consider the need for interventions or adjustments to promote a safe environment including a behavior plan if the student does not currently have one. The following people may be invited to attend the meeting: employee(s) knowledgeable about the student, administrator, behavior team member, and parent/guardian.

2. District Disciplinary Policy

The District will notify all employees of any changes to District student discipline policies.

3. School Disciplinary Policy

- a. Student disciplinary procedures shall exist for each school in the District. Employees and administrators shall adhere to the procedures.
- b. The building principal will provide the employees with either written or online building discipline procedures, including the discipline matrix at the beginning of the school year.