



SCHOOL BOARD MEETING REPORT

Board Meeting Date: 1/12/2011

Agenda #

Staff/Administrator: Debbie Breckner

Superintendent: Dan Huber-Kantola

Type of Item: Informational Action

Please state your proposal briefly and clearly. What do you want the board to know, discuss, or decide?

I would like to update the Board about our new Workers' Comp Safety award program that was introduced earlier this fall. I would also like to recognize the winners from November and December and have the Board draw the winners for January. The winners from November were: Deana Engles (IVHS), Dianne Phelan (Fruitdale), and Diane Miller (Evergreen). The winners from December were: Eric Holte (Fort Vannoy), Marilyn Olsen (District Office), and Lori Purves (Maintenance)

Provide history/background information on your proposal.

As the Board knows, we have been working to reduce our workers' compensation costs as much as possible. The Executive Safety Committee meets monthly and often at schools to look at how we could improve our practices to be as safe as possible. Other incentive programs we have used have included Safety Bingo - which awarded whole schools if their numbers were drawn daily and they were not disqualified. Our current incentive program recognizes individuals who are seen working in a safe manner. Those individuals are then entered for three monthly drawings to receive a \$25 bonus on their next paycheck.

List the advantages of your proposal:

Recongnizes safe work practices; provides a small incentive to employees to work safely; is open to all employees throughout the District. Is funded through savings in the program.

List possible disadvantages of your proposal:

None - the trend of recognizing employees for working safely results in lower overall costs to the District in both the experience rating and premium costs.

List possible alternatives that could also offer a solution to your proposal. Why were they not recommended?

The Executive Oversight Committee considered school or location based incentive programs, and while that was initially successful, the Committee believes individual recognition builds a stronger base for continuing to reduce our costs.

Superintendent's recommendation(s):

Approve: Yes No