

Update on Safety Programs and Measures



Fawn Myers

Assistant Superintendent Human Resources

Ramon Zavala

Assistant Superintendent Educational Services

Kirsten Perez

Assistant Superintendent Business Services

Safety Programs and Measures in Human Resources

Safety Programs and Measures

BP 4119.2: “The Governing Board believes that providing clear communications to staff is essential to establishing a professional, positive work environment and enhancing their job performance. The Superintendent or designee shall provide district employees all notifications required by law and any other notifications he/she believes will promote staff knowledge of the district's policies, programs, activities, and operations.”

Safety Programs and Measures

BP 4030: “The Governing Board is determined to provide district employees, interns, volunteers, and job applicants a safe, positive environment where they are assured of full and equal employment access and opportunities, protection from harassment or intimidation.”

Notifications

(Notifications per Board Policies, Administrative Regulations, and Education Code)

Onboarding/Upon Hire

- Drug/alcohol free workplace (4159/4259/4359)
- Mandated reporter status/child abuse reporting procedures (5141.1)
- Sexual harassment (4119.11/42119.11/43119.11)
- Affirmation/oath required of disaster service workers (4112.3/4212.3/4312.3)
- Nondiscrimination (4030)
- Prohibition of activities inconsistent, incompatible, or in conflict with duties (non school employment) (4136/4236/4336)

Notifications/Trainings

Annual Trainings:

- Sexual harassment (4119.11/42119.11/43119.11) - *supervisors receive additional training upon hire and every two years in responding to sexual harassment, discrimination, and retaliation (AB1825)*
- Bloodborne pathogens (AIDS and hepatitis B exposure prevention) (4119.43/4219.43/4319.43)
- Predator and grooming behavior identification; child abuse prevention and reporting procedures (5141.1)
- Integrated pest management (including hand sanitizers/germicides) (3514)

Notifications/Trainings

Annual Notifications:

- Uniform complaint procedures (1312.3)
- Pesticide year-round schedule (and within 72 hours of application) (3514.2)
- Request for site staff volunteers to administer epi-pens and emergency anti-seizure medicine (5141.21)
- Location and use of AED (automated external defibrillators) (5141)

Ongoing communications via HR newsletter:

- Workplace injury prevention/workers' comp reminders
- Health and wellness tips

Trainings

Classified Employee Professional Development Block Grant (Focus on safety)

- Emergency preparedness/crisis response
- Healthy vs unhealthy relationships (detecting signs of verbal, emotional, physical, and sexual abuse including domestic violence)
- First aid/CPR

Other trainings available, as needed:

- Keenan Safeschools videos - 130+ training videos available (see attachment for full list) organized under topics of emergency management, employment practices, environmental safety, health, human resources, information technology, nutrition services, security, social and behavioral, special education, and transportation

Volunteer Processing

Human Resources at the District Office is a LiveScan center and processes parent volunteers. Volunteer fingerprints are submitted to Department of Justice and FBI. Once prints and TB risk assessment have cleared, volunteers receive a photo ID badge that they use when volunteering at their child's school. Fingerprint clearance does NOT need to be repeated when moving from one school to another. HR maintains the records and can reissue badges, if/when needed.

<u>School Year</u>	<u># Volunteers Processed</u>
2016-17	1314
2017-18	713
2018-19	549

Safety Programs and Measures in Educational Services

Prevention Measures Managed at School Sites

- Multi-Tier Systems of Support (MTSS)
- Positive Behavior Intervention and Supports
- Kognito (Suicide Prevention)
- Restorative Justice
- Be Seen, Be Heard
- Run, Hide and Defend
- StopIt App (Direct Anonymous Communication)
- Community Solutions, Rebekah's Children's Services
- ACEs (Counselors and CARE Team)

Campus Student Safety

District Office Prevention Measures for School Sites

- Coordinated Advocacy and Resources for Education (CARE)
- School Link Services
- Parent Education (Parent Project, Project2 Inspire)
- SRO (home visits, campus walks, incident responses, and participates in SARBs)
- Foster and Homeless
- Discipline and Expulsions
- Prevention Early Intervention (PEI)

Campus Student Safety Trainings

Ongoing Trainings (School Sites)

- MTSS
- PBIS (Tier I, II, III)
- Restorative Justices (Secondary sites)
- Run, Hide, and Defend
- Be See, Be Heard
- ACE

Ongoing Trainings (District Supported)

- Discipline and Expulsions
- Workshops: Discipline procedures, SSTs, Vaping, Attendance, Anxiety, Suicide Prevention, Social Media
- Emergency Operation Command Center

Campus Student Safety Communication

- Bi-monthly Student Support Newsletter
- MHUSD website
- MHUSD Facebook
- Event flyers
- Black Board
- CARE team phone calls

Safety Programs and Measures in Business Services

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“If it’s a K–8 school, and you’ve put a metal detector at the front door, what does that say? Security should be more integrated, more discreet, and architects should first try to think of passive ways to incorporate security requirements.”

”

- James Timberlake, FAIA

Safety Programs and Measures in Business Services

- Maintenance
 - Knowledge Saves Lives site assessment (Spring 2018)
 - Upgraded surveillance cameras and software system
 - MHPD shared camera access in emergency situations
 - Environmental Safety (AR3514) notification and management of chemicals, pesticide, asbestos, drinking water, air quality, etc.
- Technology
 - Securly Software
 - Webfiltering
 - “Auditor”
 - Reader Board in clock/bell system
 - Lobbyguard pilot
 - Mass notification system
- Transportation
 - Knowledge Saves Lives Emergency Operations Bus Driver training (August 2018)
- Facilities
 - Campus siting
 - Single point of entry
 - Automation of building systems

Upcoming Fencing Projects

- Install ornamental fencing
- Increase the fence height along the frontage of Los Paseos from 4 ft. to 6 ft.
- Modify fencing plan and adjust office configuration so all access into/out of campus goes through front office



Upcoming Fencing Projects Cont.

- Add fencing around the perimeter of the athletic field at Martin Murphy and add fencing to enclose driveway entrances



Future Fencing Projects

- Live Oak High School
 - Enclose the perimeter of the campus and add fencing between buildings
- Sobrato High School
 - Enclose the perimeter of the campus around the classroom buildings
- Nordstrom Elementary School
 - Replace all 4 ft. fencing with 6ft. fencing
- JAMM
 - Replace all 4 ft. fencing with 6ft. fencing
- El Toro
 - Replace all 4 ft. fencing with 6ft. fencing

FlySense

- A real-time vaping and elevated sound incident detection solution and smart alert system
- The multi-sensor devices are capable of detecting vaping, smoke and noise disturbances
- The sensors have the capability to send out notifications via SMS and email



Access Control Systems

- With centralized credential and cardholder management, the District can streamline access control operations by managing cardholders from a single location, issuing a single credential for access to all sites, and synchronizing cardholder access rights to all locations

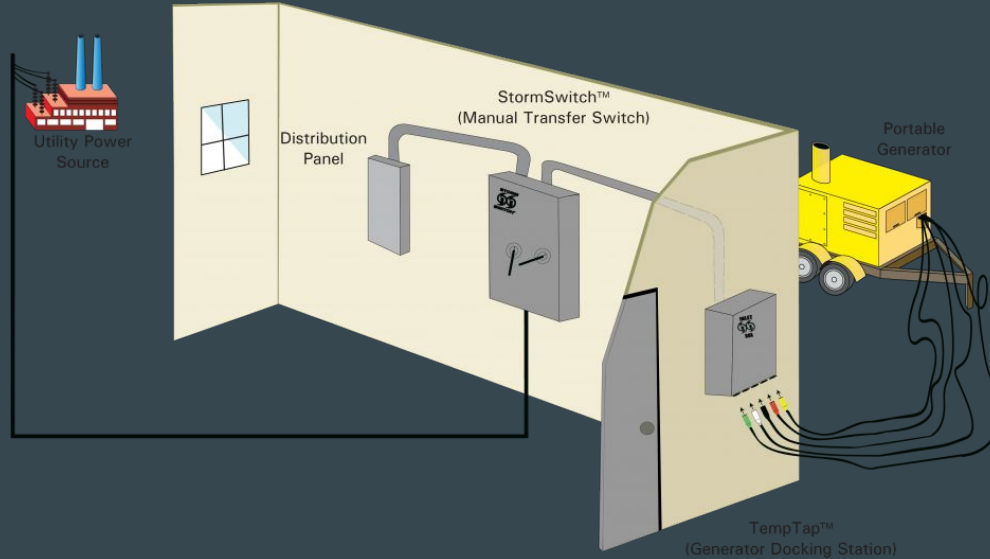


Power Storage

- Working with PG&E to identify locations for onsite power storage
- Onsite (battery) storage could allow facilities to be uninterrupted during a power failure event for a limited time
- Potential cost savings by allowing charging during off-peak hours and involvement in Automated Demand Response through PG&E



Back-up Power Supply



- Working with Architect & Engineering teams to provide supplemental connections to provide back-up power sources in the event of power failure or interruption

Questions and Comments