

Employee**Safe** Case Study

EmployeeSafe helped Pleasant Ridge USD move staff training online and decrease staff accidents and insurance costs

Staff Safety Training Helps Reduce Staff Accidents and Associated Costs Pleasant Ridge Unified School District

District Overview

Schools: 4
Staff: 125
Students: 1,150

The Challenge

Many large districts keep a lawyer on a retainer to train staff on mandated training topics such as sexual harassment and to handle any litigation that arises. For Pleasant Ridge Unified School District (USD), a small district in California, having a lawyer on retainer wasn't an option.

"For a large district, hiring a lawyer to train administrators once on sexual harassment would cost \$1,500 to \$2,000," said Rusty Clark, Superintendent of Pleasant Ridge USD. "However, we needed much more training than sexual harassment prevention because that's not the only risk we face. We needed a cost-effective resource to address all of our training."

The Solution

"I learned about PublicSchoolWORKS through a colleague whose district was using the EmployeeSafe Suite," said Clark. "Once I learned about what it could do, I knew we needed to have it for all of our schools."

Luckily, Pleasant Ridge USD is a member of Schools Insurance Group (SIG), a Joint Powers Authority formed for the purpose of maximizing insurance dollars for its 36 member school districts. Clark spoke with the SIG Executive Director Bev Wilkinson about EmployeeSafe and how it could help improve safety and reduce insurance costs for member districts. SIG now offers its member districts access to EmployeeSafe through a joint purchasing initiative.

The Benefits

The online format and automation features of EmployeeSafe have helped the district get ahead of school safety concerns.

All employees are required to complete courses such as bloodborne pathogens and slips, trips, and falls, as well as additional courses based on their job role. For example, coaches are required to take concussion training courses and educators in the science department are required to take courses on chemical safety. Required online courses are assigned to each employee in the EmployeeSafe Staff Training System.

Once courses are assigned, employees are annually auto-emailed a link to their assigned courses, which they can complete when and where they choose. The system then periodically reminds employees to complete their training by the deadline, and when that deadline passes,

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the system automatically sends training non-compliance reports to administration, making it easy to follow-up with employees to ensure completion.

Per PublicSchoolWORKS’ suggestion, the district strategically schedules slips, trips, and falls training in November. This helps reinforce safety best practices – including how to properly walk on slick surfaces, the best shoes to wear to avoid injury, how to treat slick surfaces, and how to conduct facility checks to ensure there is proper drainage – before inclement weather hits.

Deploying training is just as convenient for new hire onboarding. Instead of finding a way to provide onsite training to the new employee as soon as possible, the EmployeeSafe Suite staff training system immediately emails a link to each new hires’ online training courses for the employee to complete based on their job role.

Pleasant Ridge USD is also committed to ensuring 100 percent of employees are first aid-trained. To make this more efficient, the district uploaded all of their first aid videos to the Staff Training System. Employees are notified to watch the videos and take a quick assessment in the online system in order to prepare for their first aid practicum conducted by one of the district’s nurses.

In addition to the online training, Pleasant Ridge is taking advantage of the EmployeeSafe EZmaint Requests & Work Orders system.

“Before Thanksgiving, a volunteer on campus tripped on a crack in the sidewalk,” said Clark. “This was something our maintenance team had scheduled to complete over winter break, but once the incident was reported, we entered a work order to repair the crack and the team went out and mitigated the risk immediately.”

The district has also implemented the EmployeeSafe SDS Now! System to provide 24/7 online access to safety data sheets (SDS), as well as telephone access to chemical safety specialists and hotlines in the event of a chemical-related emergency. Administration no longer has to keep up with SDS binders. If someone asks for an SDS for a chemical, they can easily call the chemical safety agent to have one emailed to them or they can go online to source or print the SDS.

The Results

Pleasant Ridge USD has seen a significant decrease in the number of slips, trips, and falls, as well as other work-related injuries because the online training courses have created a greater sense of safety awareness. If an employee hurts their back improperly carrying a ladder, Clark assigns the safety training course related to the injury type to that employee once they are fully healed and cleared to return to work. If an educator is seen improperly storing chemicals, they are assigned a relevant course to remind them how to do it properly. This diligence has led to a tremendous reduction in the district’s workers’ comp costs.

“As a small district, workers’ comp claims can have a big impact,” said Clark. “During my first year as superintendent, we had more than \$100,000 in workers’ comp claims and now, six years later, we’re under \$5,000. EmployeeSafe has helped us mitigate these costs because we’re being proactive, not reactive.”

For more information: 1.877.77WORKS or sales@publicschoolworks.com

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