

Central Unified School District

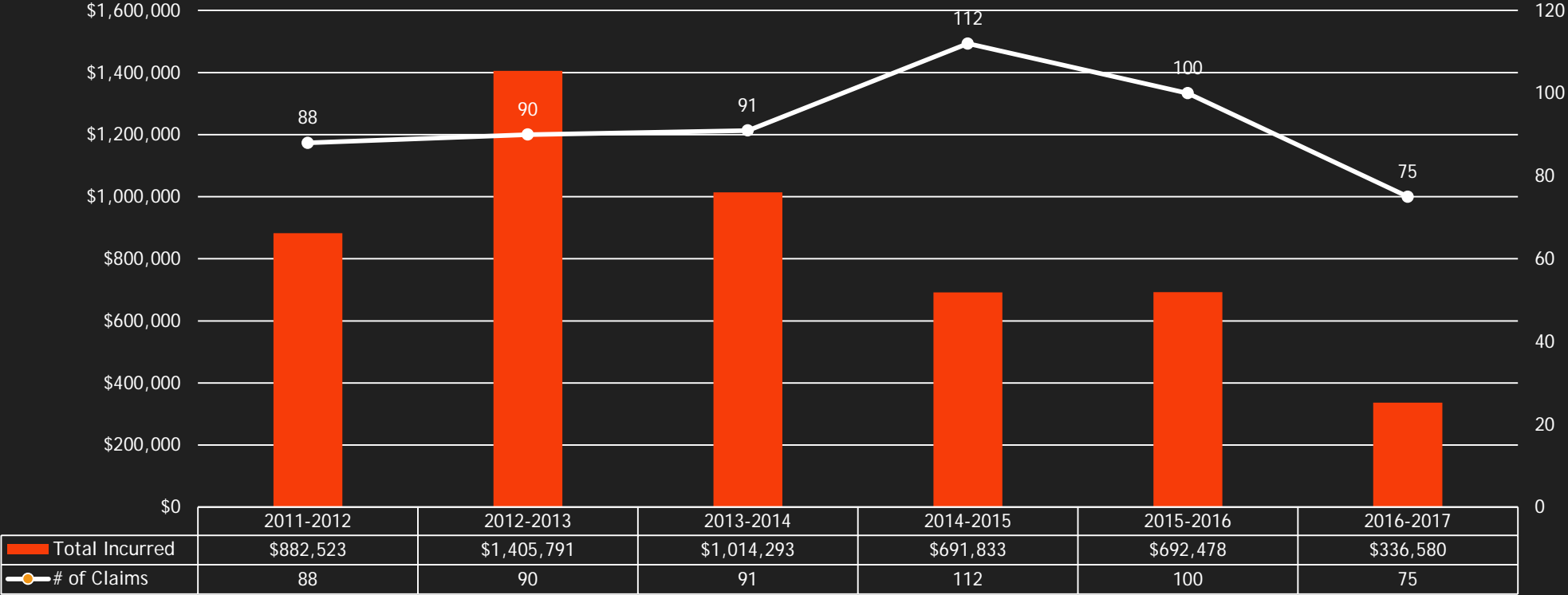


2016-2017
Annual Report

Evaluation of Workers' Compensation Losses

Six-Year Review

6 Year Claims History



Type and Cost of Injuries for past 6 years

2011/12
to
2016/17

Injuries by department:

- Teachers (30%)
- Custodian (14%)
- Aide (13%)
- Food Service (12%)
- Administrative (9%)

Cost by department:

- Teachers (37%)
- Aides (15%)
- Custodian (12%)
- Miscellaneous (9%)
- Maintenance and Grounds (8%)

Occupation	# of Claims	% of Claims	Total Incurred	% of Total Incurred
Administrative	52	9%	\$270,613	5%
Aide	73	13%	\$777,543	15%
Custodian	76	14%	\$625,229	12%
Food Service	67	12%	\$300,085	6%
Maintenance/Ground	41	7%	\$384,767	8%
Miscellaneous	40	7%	\$434,238	9%
Safety Officer	2	0%	\$2,019	0%
Teacher	169	30%	\$1,874,652	37%
Transportation	36	6%	\$354,352	7%
Grand Total	556	100%	\$5,023,498	100%

2016-2017 YEAR REVIEW

INJURY ANALYSIS BY TYPE AND DEPARTMENT

Workers' Compensation

The departments with the largest number of claims:

- Teachers, 29%
- Maintenance/Grounds 15%
- Custodians, 13%
- Aides, 12%

The departments with the largest cost of injuries:

- Teachers, 26%
- Food Services, 22%
- Maintenance & Operations, 22%

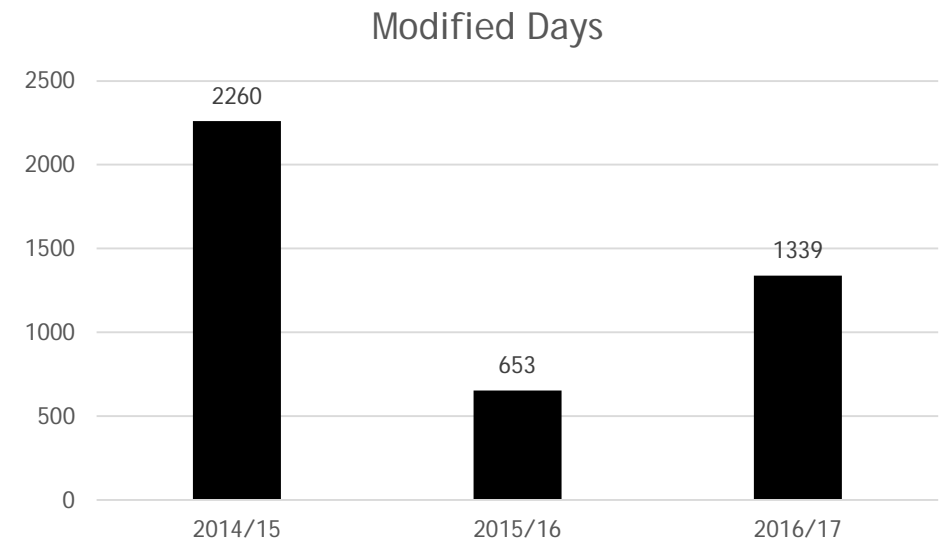
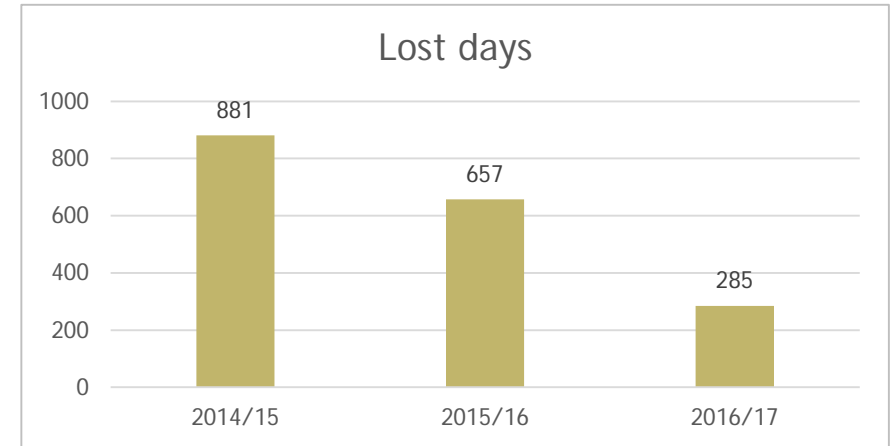
The types of employee injuries fell in to three leading categories:

- Strains/Sprains, 68%
- Contusions, 13%
- Mental Stress 12%

The causes of employee injuries fell into three leading categories:

- Strains (Pushing/Pulling/Reaching/Twisting), 25%
- Slips, Trips, and Falls, 24%
- Struck by, 21%

RETURN TO WORK PROGRAM

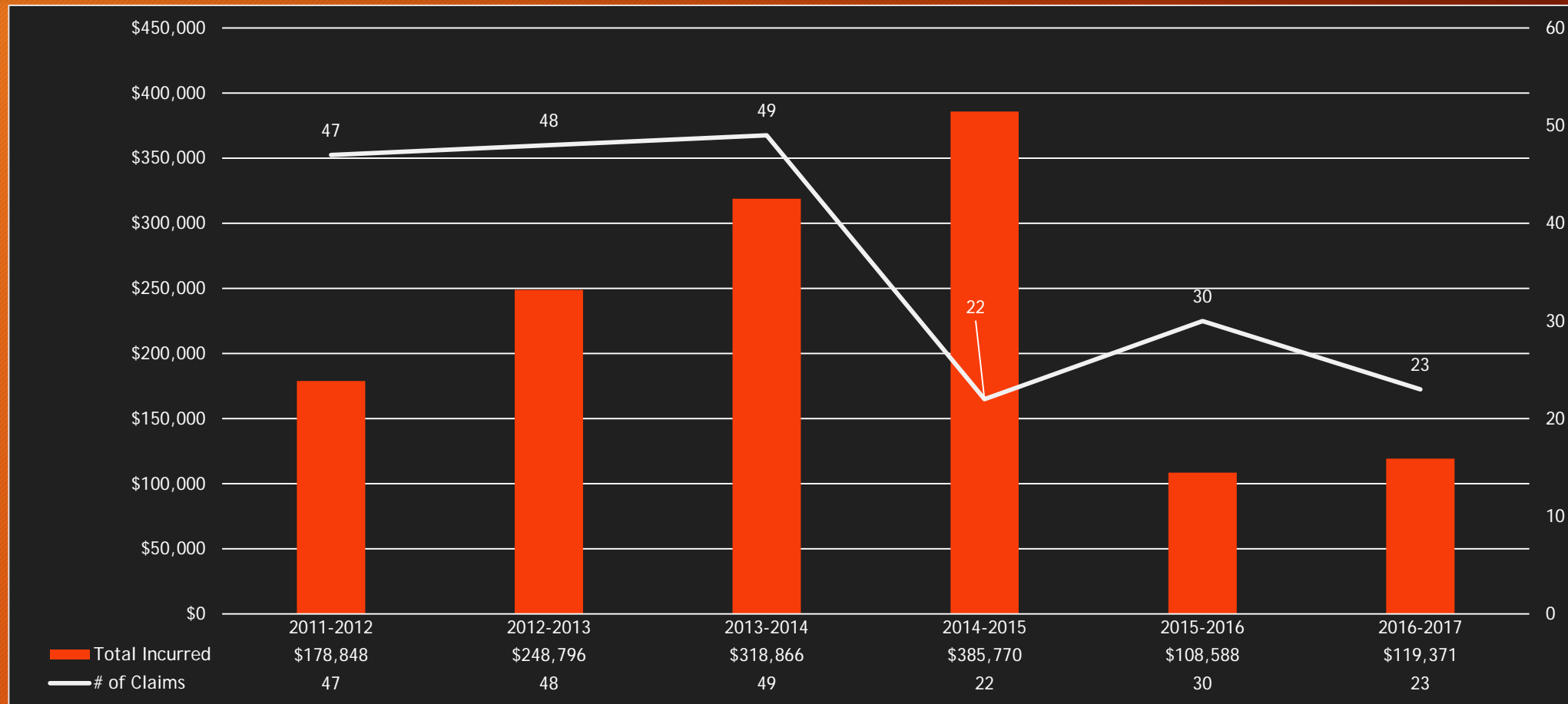


EMPLOYEE INJURIES BY SCHOOL SITE

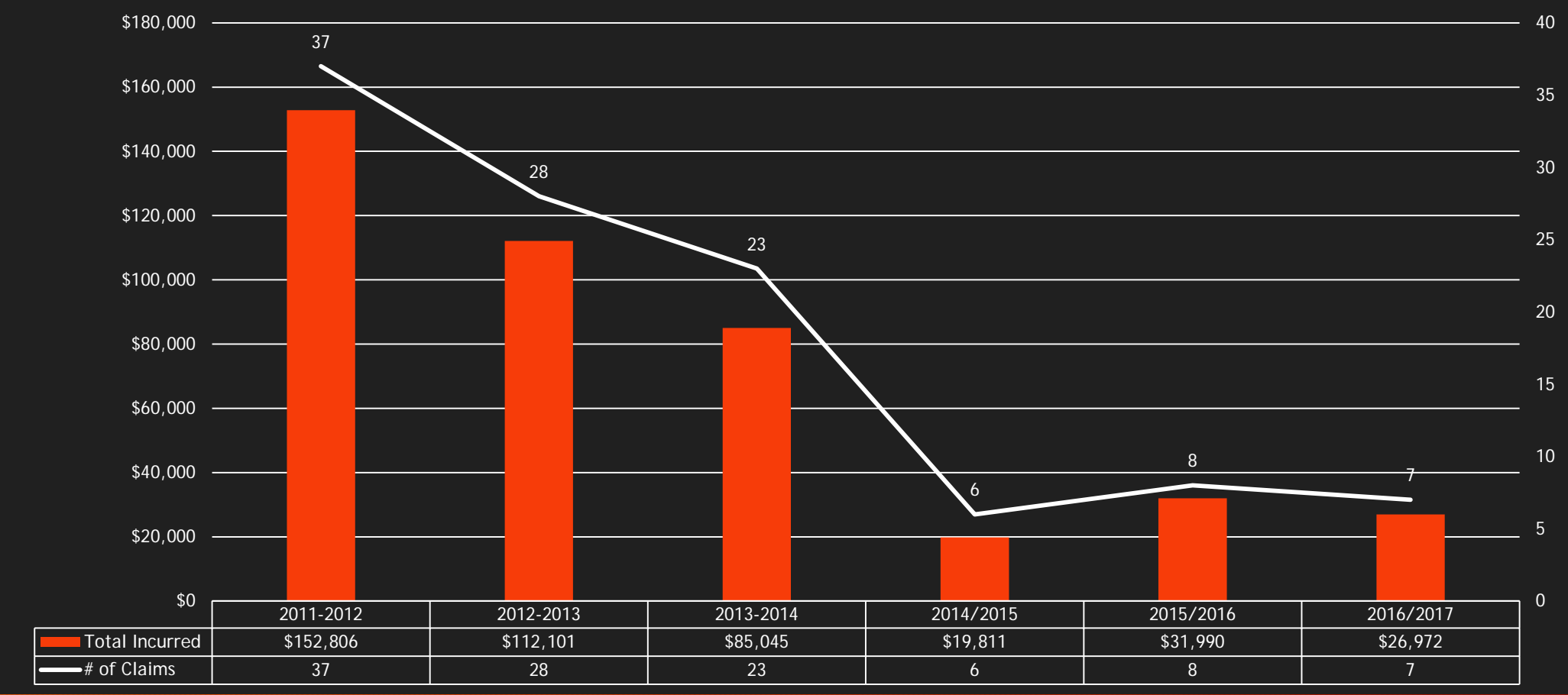
Site	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
BIOLA-PERSHING	1	4	2	0	1	0	1
CENTRAL HIGH EAST	7	3	6	10	2	7	14
CENTRAL HIGH WEST	1	3	0	3	4	2	3
CLASS	1	0	1	0	2	0	2
EL CAPITAN JR HIGH	1	2	1	1	2	2	0
Glacier Point Middle School	0	6	3	3	3	5	1
HARVEST ELEM	2	3	2	0	3	7	2
HERNDON-BARSTOW ELEM	3	2	6	3	3	4	3
HOUGHTON-KEARNEY ELEM	0	2	0	0	0	1	0
LIDDELL ELEMENTARY	3	0	1	2	1	6	2
MADISON ELEM	4	5	3	8	3	2	2
MCKINLEY ELEM	10	3	5	3	3	4	2
Pathway Community Day School	2	1	0	1	1	0	1
PERSHING HIGH SCHOOL	1	3	1	1	3	0	0
POLK	0	0	0	0	1	0	0
RIO VISTA MIDDLE SCHOOL	4	2	3	2	4	1	1
RIVER BLUFF ELEMENTARY	0	1	2	1	2	2	4
ROOSEVELT ELEM	2	2	3	3	0	6	3
SAROYAN ELEM	4	1	4	5	3	1	1
STEINBECK ELEM	3	1	7	2	2	8	5
TEAGUE ELEM	2	0	1	3	5	1	4
TILLY	0	0	0	0	0	1	1
Grand Total	51	44	51	51	47	60	50

Evaluation of Property and Liability Losses

6 Year Property and Liability Claim History

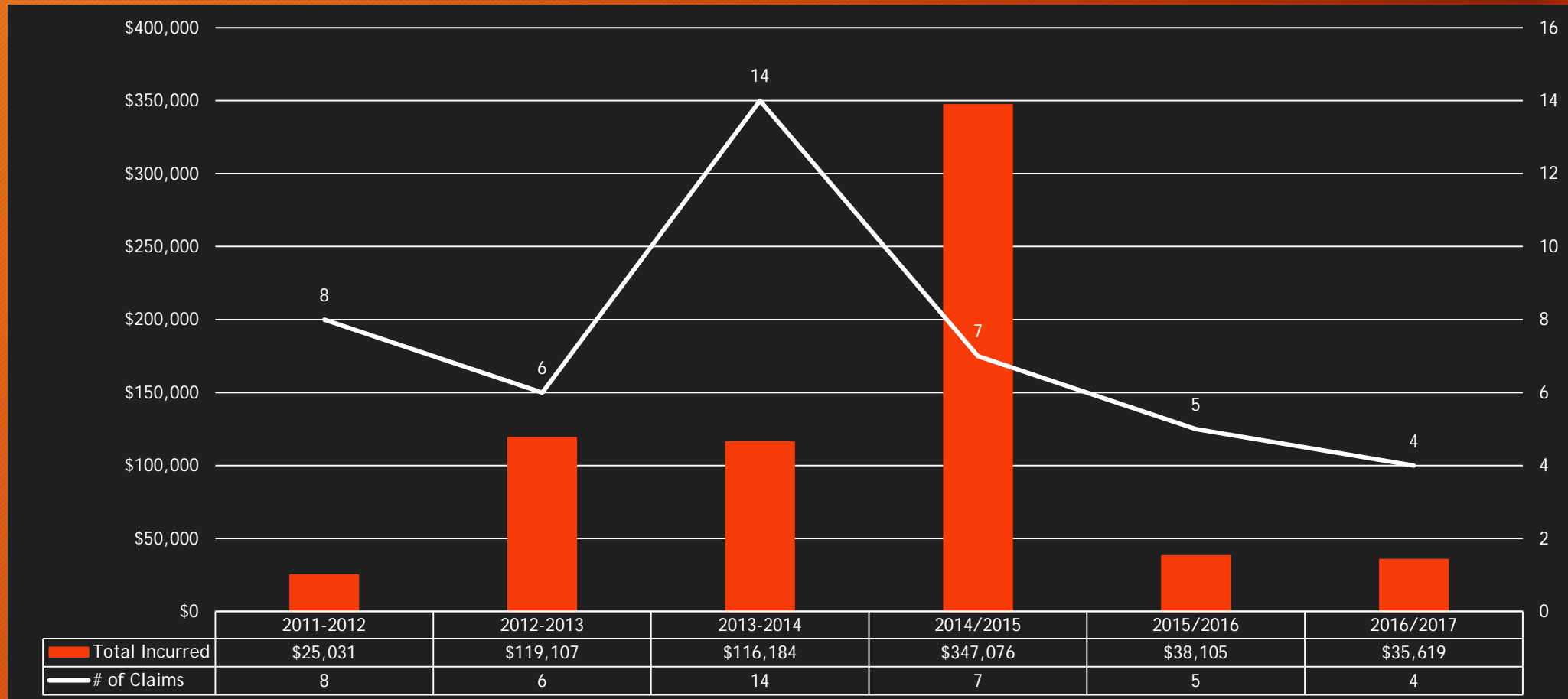


Burglary/Theft/Vandalism Claims 2011/12 - 2016/17



Liability (Discrimination/Student Injury/Premises Liability)

2011/12 - 2016/17



Claims Type	# of Claims	% of Claims	Total Incurred	% of Total Incurred
AUTO BI	18	8%	\$55,111	4%
AUTO PD	16	7%	\$47,595	3%
BOILER/MACHINERY	1	0%	\$1,523	0%
BURGLARY / THEFT	75	34%	\$284,869	21%
OTHER PROPERTY DAMAGE	3	1%	\$2,200	0%
DISCRIMINATION/HARASSMENT	5	2%	\$137,482	10%
EMPLOYMENT PRACTICES	1	0%	\$0	0%
FIRE	6	3%	\$40,515	3%
LIABILITY	17	8%	\$65,362	5%
PREMISES LIABILITY	3	1%	\$22,832	2%
STUDENT INJURY	21	10%	\$515,846	38%
VANDALISM	24	11%	\$95,698	7%
VEHICLE -COMP OR COLLISION	24	11%	\$64,340	5%
WATER	4	1%	\$12,312	1%
WIND	1	0%	\$14,553	1%
Grand Total	219	100%	\$1,360,240	100%

2016/17

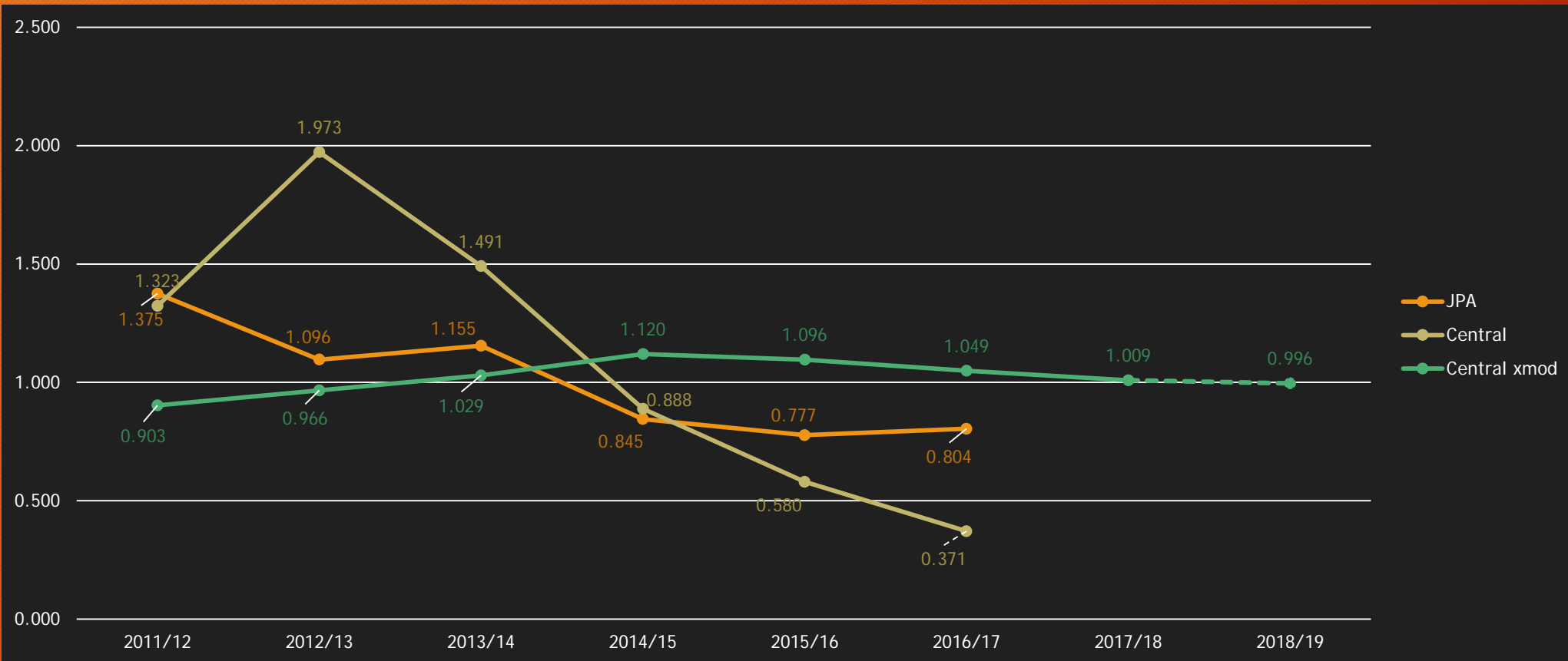
Financial Impact

The JPA develops rates and pricing for its self-insured program based on the group's total loss experience, the cost of excess insurance and administration. From this, a composite rate or single rate for each coverage is established for all members.

For Workers Compensation, an experience modification is also applied to each member based on their individual loss experience which assesses a factor above or below 1, which is then multiplied to the composite rate for an overall rate. The experience modifier below 1 provides a reduction to the rate and rewards members with better loss experience, while an experience modifier above 1 surcharges a member for loss experience greater than the groups experience as a whole. The experience modifier is calculated based on the past 5 years of losses.

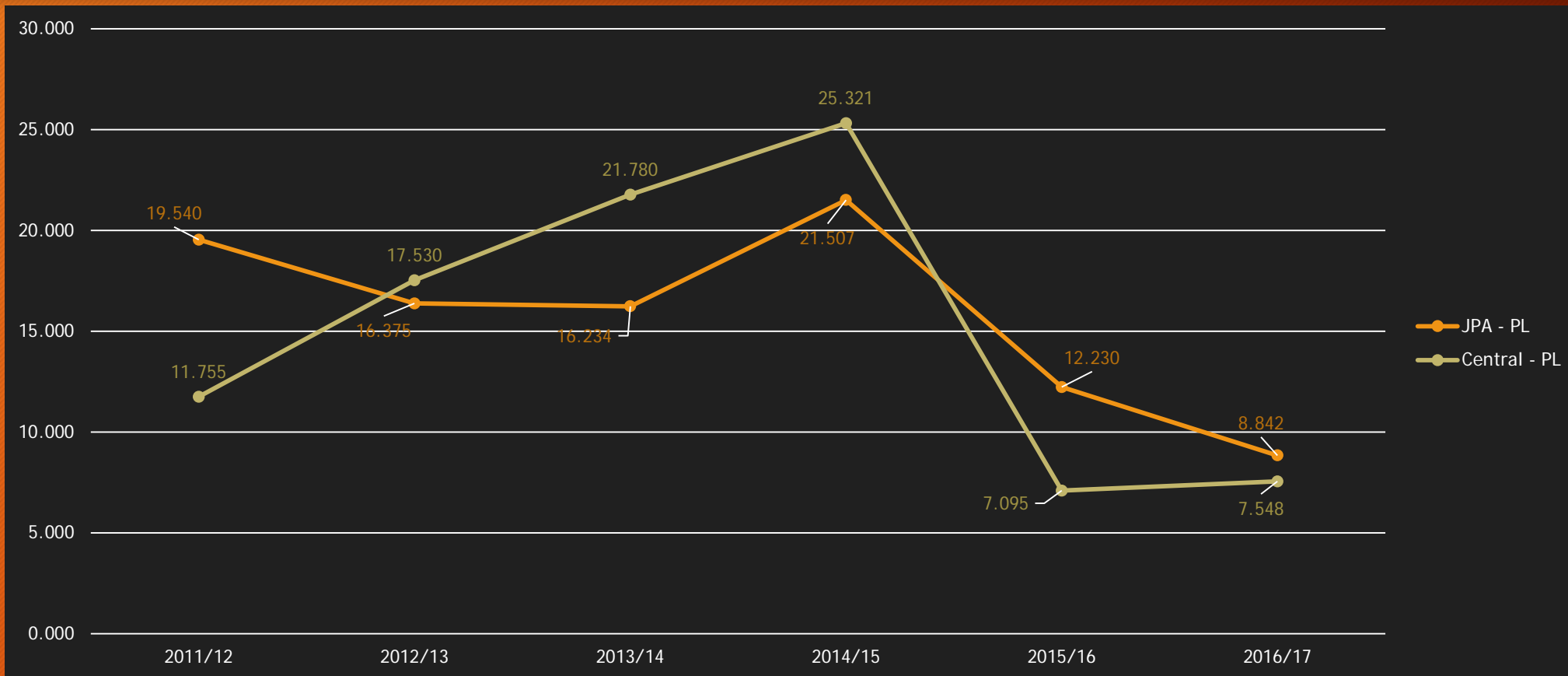
Workers' Compensation

Loss Rate and Modification Rate



PROPERTY AND LIABILITY

Loss Rate



CRMA Risk Management Programs

- Injury and Illness Prevention Program - CUSD has developed and implemented an IIPP. The IIPP was reviewed and distributed to each location.
- Mandated Reporter Training - The district has successfully provided training for Child Abuse Mandated Reporter, Healthy Schools Act, Sexual Harassment, and Bloodborne Pathogen either through online training or through the assistance of the CRMA Risk Managers.
- Epi Pen - CUSD has obtained Epi pens for each location with training provided.
- Safety Incentive Program - A safety incentive program has been implemented with gift cards given to school sites with no injuries each quarter.
- Safety Committee - CUSD has not yet implemented a safety committee; however, efforts will continue to implement a SC committee in the near future.
- Classified and certificated training - Regularly scheduled safety meetings for the Classified employees have been conducted by management with CRMA assisting on a periodic basis. Additional efforts should be made to have Administrators conduct safety training with their staff on a more frequent basis.
- Playground Supervision Training - CRMA has provided playground supervision training for all yard duty/noon aid staff on an annual basis.
- Driver Record Review - CUSD has implemented various elements of the CRMA Driver Record Review program.
- Contracts and Certificates of Insurance – CUSD has implemented a process for ensuring that district vendors and facility users have proper insurance coverage and limits.
- Safe School Plans - CUSD has developed Safe School Plans, which are revised annually.
- Concussion Management - CUSD has implemented Concussion Management procedures.
- Safety Inspections - Annual safety inspections of campuses are conducted by CRMA along with periodic inspections conducted by CUSD.
- Reasonable Suspicion Training - RS training for drugs and alcohol has been provided for Transportation management.
- Opacity Meter Testing – CUSD conducts annual testing of buses.
- Employee Handbook - CUSD has completed an employee handbook, which is distributed to new employees.
- Forklift Certification - CRMA has provided forklift training on multiple occasions for numerous employees.
- Playground Audits – The CRMA Risk Managers audited each of the playgrounds this last year.
- WorkSteps Program - The district is in the process of implementing the WorkSteps program, consisting of post-offer physicals for classified employees with Fit For Duty physicals conducted at management's discretion.
- Student Incident Reporting - CUSD has successfully implemented the CRMA guidelines for reporting student incident reports.
- Return to Work Program - Implemented a RTW program in order to help contain WC claims cost and to improve recovery time after an injury has occurred.
- Worked with CUSD on claims management to help contain WC claim costs.
- Worked with HR to identify those needing an Interactive Process meeting as required by ADA and FEHA requirements.

CRMA Accomplishments For 2016-2017

- Quarterly safety incentive program for school sites with no employee injuries.
- Quarterly safety incentive for no “At Fault” bus accidents.
- Forklift certification training for multiple departments.
- Provided Playground Supervision training for all CUSD Noon-Aides.
- Assessed District’s ROP program.
- Assisted with the review of numerous contracts and forms for events.
- Coordinated with Athletic Department policies and protocol for Concussion Management and handling of student injuries.
- Completed safety inspections of each campus, with recommendations submitted.
- Multiple Claim Reviews with Intercare to discuss plan of action to minimize the expense and close claims promptly.
- Provided safety training materials and resources for several departments.
- Continued providing safety training for the M&O, Custodial, Transportation and Child Nutrition departments.
- Provided monthly safety newsletter for staff.
- Assisted with Sexual Harassment Training for Supervisors through our CRMA website.
- Provided staff training for select classified departments on Child Abuse Mandated Reporter, Sexual Harassment Training for Non-Supervisors and Bloodborne Pathogen.
- Conducted multiple playground safety inspections.
- Provided Managers with an OSHA compliant safety training checklist.
- Provided three additional Risk Management Guidelines (Drone Use, Class Animals and Insurance Requirements)
- Assisted with implementing WeTip Anonymous Tip Hotline.
- Provided in-house property and liability claims management to promptly respond and investigate claims.
- Consulted with HR on Interactive Process and Return To Work programs.
- Provided Reasonable Suspicion training as requested for Transportation management staff.
- Provided OSHA 300 log for Cal-OSHA reporting requirements.
- Conducted multiple ergonomic assessments of employee work stations.
- Conducted investigations of multiple student incident reports.
- Dramatic increase in the use of CRMA's Get Safety Trained online training modules.
 - 2014/15 - 97 training modules taken
 - 2015/16 - 1834 training modules taken
 - 2016/17 – 2536 training modules taken

CRMA Goals For 2017-18

- Review and revise Injury and Illness Prevention Program as necessary.
- Improve and assist with accident investigation procedures conducted by management staff.
- Participate and assist school sites with quarterly safety meetings.
- Provide playground supervision training for all yard duty staff.
- Work with Transportation management to implement with establishing accident review committee and periodic training
- Implement quarterly Transportation safety incentive with prize given for no chargeable accidents.
- Conduct school safety inspections of school sites.
- Continue providing claims management to further reduce WC claims costs.
- Continue employee safety incentive program, with quarterly incentives provided.
- Continue Transportation safety incentive bonus with prize give for no chargeable bus accidents each quarter.
- Continue to provide safety training on a regular basis with various classified departments.
- Continue to develop relations with department managers and site administrators to obtain training opportunities during staff meetings.
- Provide forklift training for employees required to operate forklifts.
- Continue district safety committee to assess safety needs and communicate safety throughout the district.

Q&A