



2024/25 Loss Prevention Incentive Program

GET UP TO \$5000 FOR YOUR DISTRICT BY EARNING SAFETY POINTS!

The goal of the Loss Prevention Incentive Program is to increase safety, promote wellness, and decrease on-the-job injuries by implementing consistent prevention strategies. All districts are encouraged to voluntarily participate.

Safety incentives are paid to each qualifying district at the end of the plan year in the form of a reimbursement account that can be used to purchase safety and wellness related items. School districts simply purchase the items and then forward a reimbursement form and receipts to STSIG (see attached example). This will help promote a culture emphasizing safety and allows districts to secure products that would not be possible under current budget restraints.

To earn Safety Incentive Dollars member districts must earn 200 points by choosing from the following activities during the plan year (July 1, 2024-June 30, 2025):

Follow Your District’s Illness and Injury Prevention Plan 100 Points

- a. Maintain an active safety committee that meets regularly throughout the year.
- b. Update and initial your IIPP annually (or as changes occur) with any change of the responsible person, or changes in the district impacting safety.
- c. Track your safety training by keeping records in your IIPP.

Participate in STSIG Safety Trainings Throughout the Year. 45 points

- a. Training attendance required for each district is based upon payroll:

| SIZE | Hours |
|---|-------|
| Very Large Districts (Annual Payroll greater than \$10 million) | 50 |
| Large Districts (Payroll \$5 million - less than \$10 million) | 25 |
| Medium Districts (Payroll \$2 million – less than \$5 million) | 10 |
| Small Districts (Payroll less than \$2 million) | 3 |

- b. Credit for training is awarded on a “contact hour” basis. One employee in a one-hour class taught by STSIG Loss Prevention equals one hour.
- c. The dates and subjects of training classes are determined by your district safety representative with a goal of meeting lawfully mandated training requirements first. Any safety topics of specific interest to your district or site can be requested at any time.

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- Participate in a District Work Comp Review with us. 20 points**
 - a. A representative from STSIG will briefly meet with your district representative(s) to discuss your Workers' Compensation rate, claim history, and options for reducing your mod rate. Work Comp history will be presented with the KlearAI online tool.
 - b. Included in this discussion will be a review of your Return To Work policy.
 - c. Attendees at this meeting should include representatives from Human Resources, Budgeting, Safety, and Administration.

- Maintain an Active Safety Communication program. 20 points**
 - a. Multiple avenues of communication are the best approach and can include onsite bulletin boards, employee newsletters, district website, or payroll stuffers.
 - b. Communication can include general safety tips or educational information about worker's compensation and claim impact (i.e. how a self-insured program works, how claims cost affects the bottom line, etc.)
 - c. Employees should receive safety communication quarterly, at a minimum. Monthly is suggested.
 - d. The safety communication activities are simply reported at the end of the year using a memo format provided by STSIG.

- Train-The-Trainer classes. 10 points per employee, up to three**
 - a. Have one or more employees per site attend a certification class, such as ALICE instructor, REMs certifications, Ergonomics Evaluator, ProACT trainer, Certified Playground Inspector (CPSI), Pesticide Safety Instructor, OSHA Authorized Outreach instructor, or other classes that relate directly to promoting worker safety.
 - b. STSIG may pay for the certification with prior approval.
 - c. Trainers will be encouraged to provide future trainings and services to their district.

- Culture of Safety. 20 points**

Have 15% of employees attend a "Culture of Safety" class to learn about JPAs and why having a strong safety culture is so important. Alternate: have 50% of staff watch the Culture of Safety Video on the STSIG YouTube channel. <https://youtu.be/JEpgV4kV6vU?si=c3hfdXl0xoY8zLSr>

- Courtesy Safety Inspection. 5 Points per site, up to 6 sites**
 - a. Schedule a one-hour safety inspection with STSIG Loss Prevention to get feedback on dangerous conditions at each site. Reports will only be generated on request.
 - b. The head of maintenance or their representative shall be present during the inspection.
 - c. Assistance developing a safety inspection checklist will be provided.

- OSHA Outreach 10hr and 30hr General Industry Training. 10 Points per employee, up to 3**
 - a. Have one person per site trained to OSHA 10hr standards or one person for the district trained to OSHA 30hr standards.
 - b. The intent is to use the OSHA 10 and 30 trained employees as advisors to the district administrators so they can identify and report issues to the district for early resolution.

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- ALICE Active Shooter Awareness. 20 Points**
 - a. Have 75% of your employees attend the online ALICE training program AND participate in a hands-on practical exercise training (see alicetraining.com).
 - b. Develop and approve a district Tactical Response plan addressing active shooters.
 - c. Training can be arranged by STSIG or internal ALICE trained instructors.

- District Safety Program. 25 Points**
 - a. Develop and maintain a district safety program including a written policy, an incentive/reward system, and an annual information campaign.
 - b. Loss Prevention Incentive money can be used to fund this option.

- Risk Management Team. 25 Points**
 - a. Formally designate a School Risk Manager position in charge of conducting safety inspections, identifying safety training needs, and scheduling and tracking training.
 - b. Assign your School Risk Manager the duties of “Responsible Person” in your IIPP.

FINANCIAL INCENTIVE AMOUNTS:

After earning a minimum of 200 points school districts will be awarded according to the schedule below. Incentive levels vary based on the payroll size of a district:

| SIZE | PAYROLL | INCENTIVE |
|----------------------|---------------------------------|-----------|
| Very Large Districts | Annual Payroll Greater than 10M | \$5,000 |
| Large Districts | 5M – less than 10M | \$3,500 |
| Medium Districts | 2M – less than 5M | \$2,500 |
| Small Districts | 0 – less than 2M | \$1500 |

A quality safety program impacts the entire JPA membership. It is our hope to create a positive, collaborative atmosphere among our districts as we strive toward improved employee engagement and safety.

Use the Checklist! To keep track of your progress and to report program completion, please go to Loss Prevention/Safety Incentive Program on our website <https://www.stsigjpa.com/loss-prevention/loss-prevention-incentive/> and download your Loss Prevention Checklist today.

For more information or to schedule training please contact the Loss Prevention Manager, Mike Berry at 530-221-6444 or by email at mberry@stsig.org.