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KPESA proposal 4/22/25

ARTICLE 8 SAFETY AND LIABILITY

A. Employee Negligence

Except for acts of proven negligence or deliberate action, employees shall not be responsible for stolen or damaged property, lost credit cards or other credit documents if the employee promptly reports such damage or loss to the District.

B. Employee Safety

1. The District shall provide all clothing, when required by State Law or Regulation, tools, and equipment required, which will be maintained in a safe and satisfactory condition.
2. Safety devices and first aid equipment, as determined by the District, shall be provided at District expense. Employees shall be responsible for tools and equipment so supplied; ordinary wear and tear will be expected. Tools or equipment which become damaged or stolen through the employee's proven negligence or deliberate act shall be replaced or paid for by the employee.
3. No employee shall be discriminated against in any manner because of a refusal to operate unsafe equipment or work in an unsafe work environment as determined by State or Federal regulations. Employees who fail to comply with established equipment operations or work environment rules will be subject to District disciplinary procedures.
4. Employees shall be required to turn in equipment condition reports and unsafe work environments when requested by the District.

C. Reporting Safety Committee Concerns

1. Employees should raise safety concerns at their site and may make recommendations to the building administration and/or the District office.
2. If concerns are not addressed to the employee's satisfaction, the employee may request and shall be granted a meeting with the Risk Management Office and the appropriate director.
3. ~~This committee is to make recommendations in matters concerning the safety of employees during the performance of their duties. The Safety Committee shall meet on an "as needed basis".~~
4. ~~KPESA will be entitled representation on the Safety Committee of two (2) KPESA members. In no event will KPESA have fewer members than any other bargaining unit.~~

D. Dispensing of Medication

The District recognizes that nurses dispensing of medication is the preferred option of the District. Employees working in the school buildings may be required to issue medication to students in accordance with the direction of a parent or a guardian. The District is responsible for the proper instruction of employees so required. The District shall indemnify employees who issue medication as directed and instructed as well as employees who train in the dispensing of medication. In schools without a ~~full-time~~ an on-site nurse, the ~~secretary~~ employee dispensing medication may request temporary ~~secretarial~~ assistance.

E. Personal Property Reimbursement

The School Board shall not be responsible for the reimbursement of any employee personal property which may be stolen, destroyed or maliciously damaged while being used in District schools except in the event the personal property is medically necessary. The District shall reimburse employees for damaged medically necessary personal property, so long as reasonable precautions have been taken to ensure protection of said property.