

Montana School for the Deaf and the Blind
Agency Action Plan to Reduce Worker's Compensation Rates

EXHIBIT 14
DATE 1/13/2005
HB _____

Management Actions:

- Signed "Early Return to Work Agreement" with the State Fund to bring employees back to work in modified positions to reduce the amount State Fund has to pay out in compensation.
- Purchased as authorized in the "Early Return to Work Agreement" equipment to lessen the incidence of repetitive motion injuries.
- Contracted with ergonomic specialist in the past to modify work stations to reduce strain and, hence minimize the risk of repetitive motion injuries.
- Currently working with State Fund specialists to review interpreter positions and others that have a higher risk of contracting repetitive motion injuries. The specialists will perform job audits to see if there is more that can be done to reduce the risk of injury.
- Management has implemented team interpreting in the last few years – interpreters will interpret for 20 minutes and then rest for 20 minutes.
- School pays for Hepatitis B vaccinations for employees that through the course of their duties can be exposed to blood borne pathogens.
- Management supplies safety equipment (i.e., ear plugs, gloves, lift support belts, safety glasses, latex gloves) to maintenance staff and other staff where duties dictate the use of safety equipment. Management has instructed staff that safety equipment must be used when performing duties that are potentially hazardous.
- Management reviews at weekly Administrative meeting safety issues. Safety issues are also brought up in staff meetings and in quarterly Labor Management Committee meetings.
- Management meets routinely with maintenance staff to insure campus buildings, grounds, and sidewalks are safe for student/staff use.
- Management has implemented safety policies and procedures which are part of the employee handbook.

Professional Development/Training:

- In-service training is provided to staff each school year on:
 1. Blood Borne Pathogens
 2. Mandt – this is training on techniques and methods to de-escalate confrontational situations between students and staff. Also staff learn methods to prevent students from causing harm to themselves or others.
 3. Cottage staff are required to study for and pass a test to attain Child Care Worker Certification – part of the curriculum is on child safety and techniques to use to de-escalate confrontations between staff & students.
 4. School physical therapist trains education & maintenance staff on proper lifting techniques to eliminate back strain.
 5. Asbestos Training/Recertification.
 6. Required Outreach staff to attend defensive driving training hosted by Tort Claims.

Safety Reviews:

- State Fire Marshall inspects the campus once yearly (documentation is on file) – any recommendations are implemented.
- Health Department inspects the campus once per year (documentation is on file) – any recommendations are implemented.
- State Fund Safety Bureau periodically inspects the campus (documentation is on file) – any recommendations are implemented.