



“To protect the human resources and financial assets of our member districts in order to support the future of public education”

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CONTACT INFO

María C. Lorenzana

Loss Control Manager

(831) 296-9196 cell

mlorenzana@merma.org

HELPFUL LINKS

www.merma.org

www.dir.ca.gov/dosh/

[Schedule an Ergo Evaluation](#)

[First Aid/CPR and AED](#)



Struck by/Against Injuries

March is Brain Injury Awareness month for the National Safety Council, with those in the construction, trucking and building construction and maintenance industries, as well as U.S. service members at higher risk for incurring Traumatic Brain Injuries (TBIs), including concussions. In the education field the focus for TBIs is on students in sports, however, injuries involving being struck by a ball or other object are significantly high among District employees, and this raises a red flag for educators. Within the past two months (January and February) alone, the Districts have incurred a total of 12 claims with Struck by/Against cause of injury, six of those injuries were to the face, forehead or head.

Causes that led to Districts' Struck by/Against Injuries

- Injury to face/head from a soccer ball - 2
- Injury to face from a basketball - 1
- Injury to face/head from a third person opening a refrigerator - 1
- Injury to face (between nose and mouth) from a golf club that slipped off the hands of a student - 1
- Injury to head from striking against a stationary object (view board and medicine cabinet) while in the process of bending down and going up - 2
- Injury to knee from striking against a mixer while walking - 1
- Injury to a pinky from a basketball - 1
- Injury to ankle while attempting to open a door. The door did not open all the way, closing in on an employee's ankle. - 1
- Injury to finger from a swing - 1
- Injury to foot while employee was attempting to move a desk - 1

Raising the Safety Awareness on School Grounds

Cal OSHA requires that employers implement a written Injury and Illness Prevention Program (IIPP) but what happens next? The IIPP must be a living document that employers use as a guide to prevent injuries. One of the program's requirements is to investigate all injuries to determine the root cause, communicate the findings and implement methods to prevent future similar incidents. However, the art of injury prevention requires an in-depth proactive approach to eliminate or reduce the potential for injury.

Training

Provide safety awareness training not only on what is required, customize your training based on past incidents, near misses, and existing hazards.

Staff Meetings and Memos

Have regular safety talks at each staff meeting. Send emails to staff with safety reminders. Document meetings, trainings and action taken.

Posters and Signs

Post signs and posters reminding employees of the hazards and how to prevent injuries.

Personal Protective Equipment

Provide adequate safety gear such as steel toed boots, hard hats, safety glasses as needed.

Empower Staff

Be proactive, empower staff to report unsafe conditions and provide recommendations, involve them in the development and implementation of safety protocols.

"Great things in business are never done by one person; they're done by a team of people." - Steve Jobs

The MERMA Monthly

Best Practices for Assailant Drills in Schools

Armed assaults have increased dramatically in the past few years. There were 637 mass shootings in the United States in 2023 and as of February 15, 2024, there have been 49 mass shootings that have left 80 dead and 170 injured. Active shooter assaults are a reality that our society is facing and for which we must prepare. But how do we accomplish this? What should schools do to prepare for such a potential tragedy?

The California School Safety Plan (CSSP), which must be reviewed in March of every year, contains school building disaster plans that may include but are not limited to:

- Bomb threat
- Bioterrorism/hazardous materials
- Earthquake
- Flood
- Power failure/blackout
- Intruders/solicitors
- Weapons/assault/hostage
- Explosion
- Gas/fumes



[CalOSHA's §3220 Emergency Action Plan](#) requires that employers prepare and implement emergency plans and conduct, at minimum, annual drills for all potential disasters that may affect employees. Further, CalOSHA requires that employees be trained in the potential hazards associated with their job. FEMA offers the online "[IS 907: Active Shooter: What you can do](#)" that contains the "Run, Hide, Fight" module for employees. The IS 907 options-based training goes hand in hand with the National Association of School Psychologists who recommends that "nonsensorial lockdown drills should be the foundation of an options-based approach to active assailant training" to avoid "highly sensorial drills that involve simulation activities to mimic a real experience as they can be traumatizing." The lockdown approach "allows participants to make independent decisions in evolving situations". The "[Best Practice Considerations for Armed Assailant Drills in Schools](#)" provides a thought out process for accomplishing this task.

MERMA Member Districts also have access to a variety of free and reduced cost risk management training and services provided by provided by CrisisRisk: <https://www.crisisrisk.com>. Contact MERMA risk control for more information.

"There's no harm in hoping for the best as long as you're prepared for the worst." -Stephen King

[CalOSHA's §3220. Emergency Action Plan](#)

[FEMA IS 907: Active Shooter : What You Can Do - Training](#)

[Best Practice Consideration for Armed Assailant Drills in Schools.](#)

eBacksafe® for Teachers and Paraeducators



We are excited to offer eBacksafe® virtual injury prevention program designed specifically for teachers and paraeducators. Segments of the virtual safety training were customized and filmed locally to ensure that real-life wellness scenarios were addressed.

FIT has been in business for 30 years helping school districts and other organizations throughout the US protect the health and wellbeing of employees. Fatigue, discomfort, pain, and injuries are often caused by Cumulative Micro Trauma, and when employees learn how to prevent it, their quality of life at work and home improve dramatically.

If you are looking for strategies to improve culture, morale, staffing, and safety, this is a great program that is free to our member districts.

Contact Maria Lorenzana for details about enrolling your teachers and paraeducators in this virtual training program.

March Safety Calendar

[Brain Injury
Awareness
Month](#)

[March 18-22
National Poison
Prevention Week](#)

[National Ladder
Safety Month](#)

[March 18-24
National Drug &
Alcohol Facts
Week](#)
