

# MODESTO CITY SCHOOLS

## Board Policy

BP 4157/4257/4357

### ALL PERSONNEL

#### Employee Safety

The Governing Board is committed to maximizing employee safety and believes that workplace safety is the responsibility of every employee. Working conditions and equipment shall comply with standards prescribed by federal, state, and local laws and regulations.

No employee shall be required or permitted to be in any place of employment which is unsafe or unhealthful. (Labor Code 6402)

The Superintendent or designee shall promote safety and correct any unsafe work practices through education and enforcement.

All employees are expected to use safe work practices and, to the extent possible, correct any unsafe conditions which may occur. If an employee is unable to correct an unsafe condition, the employee shall immediately report the problem to the Superintendent or designee.

The Superintendent or designee shall establish and implement a written injury and illness prevention program, and provide employees with access to such program, in accordance with law. (Labor Code 6401.7; 8 CCR 3203)

The Superintendent or designee shall make first aid materials readily available at District workplaces and shall make effective provisions to prepare for prompt medical treatment in the event of an employee's serious injury or illness. (8 CCR 3400)

No employee shall be discharged or discriminated against for exercising any right regarding employee safety or health specified in Labor Code 6310, including:

1. Making a report or complaint
2. Instituting proceedings or causing proceedings to be instituted
3. Testifying with regard to employee safety or health

**Bold Black Underline = MCS Language**

**Bold Red = CSBA Language**

Regular Black = Common Language

➡ Denotes changes being suggested

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**Employee Safety**

4. Participating in any occupational health and safety committee established pursuant to Labor Code 6401.7
5. Requesting access to injury or illness reports and records
6. Exercising any other right protected by the Occupational Safety and Health Act

*Legal References:*

**EDUCATION CODE**

32030-32034 Eye safety

32225-32226 Communications devices in classrooms

32280-32289 School safety plans

44984 Required rules for industrial accident and illness leave

**GOVERNMENT CODE**

3543.2 Scope of bargaining

**LABOR CODE**

3300 Definitions

6305 Occupational safety and health standards; special order

6310 Retaliation for filing complaint prohibited

6400-6413.5 responsibilities and duties of employers and employees

6401.7 Injury and illness prevention program

**CODE OF REGULATIONS, TITLE 8**

3203 Injury and illness prevention program

3400 Medical services and first aid

5095-5100 Control of noise exposure

**CODE OF FEDERAL REGULATIONS, TITLE 29**

1910.95 Noise standards

*Management Resources:*

**DEPARTMENT OF INDUSTRIAL RELATIONS PUBLICATION**

A Guidebook for Injured Workers, 2016

**WEBSITES**

AASA The School Superintendents Association: <https://www.aasa.org/home/>

*Cross References (cf.):*

0405 Comprehensive Safety Plan (N/A)

0470 COVID-19 Mitigation Plan (N/A)

3514 Environmental Safety (N/A)

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*Cross References (cf.) (cont.):*

*3514.1 Hazardous Substances (N/A)*

*3514.1 Use of Pesticides*

*3516 Emergencies and Disaster Preparedness Plan*

*3516.5 Emergency Schedules*

*3530 Risk Management/Insurance*

*4113.5/4213.5/4313.5 Working Remotely (N/A)*

*4118/4218/4318 Dismissal/Suspension/Disciplinary Action*

*4119.41/4219.41/4319.41 Employees with Infectious Disease (N/A)*

*4119.42/4219.42/4319.42 Exposure Control Plan for Bloodborne Pathogens*

*4119.43/4219.43/4319.43 Universal Precautions (N/A)*

*4131/4231/4331 Staff Development*

*4156.2/4256.2/4356.2 Awards and Recognition*

*4157.1/4257.1/4357.1 Work-Related Injuries (N/A)*

*4157.2/4257.2/4357.2 Ergonomics (N/A)*

*4158/4258/4358 Employee Security (N/A)*

*4161.11/4261.11/4361.11 Industrial Accident/Illness Leave (N/A)*

*5141.6 School Health Services (N/A)*

*5141.6 Aid for Students in Need*

*6142.93 Science Instruction (N/A)*

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