

M&O Study Session

12/14/17

Pest control IPM

Our goal with our pest management program as outline in our health school act is all ways to use product that has the least toxicity. These application include exclusion work, housekeeping, glue and snap traps, and eco-friendly products. Sometime these measure are not effective and as a result we have to use a stronger pesticide for a period of time or just until the pest is under control. Once we regain control we no longer need to use the stronger pesticide.

Rats in Malibu

- As you all know we experience and infestation of rats at Malibu high and Cabrillo as a result of the construction projects.
- This issues exposed our need to preform exclusion work throughout the campus. We worked with our current pest control company IPM Tech to provide us proposal to perform exclusion work on our building. Between our maintenance department and the pest control company we add door sweeps, seal up hole throughout both campus. As a result of our effort and over a six week period we were able to reduce our rodent population inside building tremendously.

Termite

- Termite at our school sites are being addressed during our window paint floor projects. Site that have been completely fumigated are Roosevelt, Roger and Grant. Heat treatment was used at Webster. We are currently in the process of having a third party evaluate both Heat treatment/Fumigation to determine which application is most effective.

Tree trimming:

- Tree trimming has also been a huge part of our Integrated Pest management program. We've done extensive tree trimming at Malibu High, Point Dume, and Franklin. Our next schools schedule for tree trimming are Lincoln, Roosevelt Olympic Cabrillo. This work will assist us in keeping rodents off our roofs and getting into our classroom.
- The extensive amount of tree trimming wok has been a huge success in our IPM program this success is due to our tree trimming budget being doubling from previous years.

Custodial

We are currently working with our custodial teams to address the issues that affect us daily, issues like attendance, employee morale, custodial training, aged work force, substitute custodians. We have implemented some strategies that will help us with these issues and at the same time, improve work performances, provide better customer services to our student & staff.

I have bullets some of the strategies that we have been working on.

- Monthly staff meeting: During these meeting we provide necessary training, and a platform were our custodians can discuss topic that are important to them. During this open discussion period other custodians will hear what going on at other sites and can offer assist on how they dealt with a similar situation. This training has proven to be a valuable tool for the department and has shown to improve employee morale
- Monthly Labor management meeting Our Labor management meeting consist of representative from management, maintenance, operations, and the union. These meeting are to help bridge the gap between management and our classified staff. One of the project we are currently

working on is identifying the morale level within the M/O department. We have submitted a survey to all staff asking for their input once we compile that data we will see how we can make adjustment to improve employee morale

- Having regular discussion with staff that having attendance issues, encouraging them to improve or be face with progressive discipline
- Working with the personnel commission to Recruit substitute custodians more frequently and provide training and our expectation to our substitutes custodians.