

El Paso Independent School District  
Minutes of Board's Employee Health/Insurance Committee Meeting  
July 9, 2002  
3:00 p.m.  
Education Center-Boeing

Present: Mr. Dan Wever, Board President, Board's Employee Health/Insurance Committee Chairperson  
Miss Leonor Garcia, Board Secretary  
Mr. Sal Mena, Jr., Board Member  
Mr. Joe Rosales, Board Member

Administration: Dr. Gilberto Anzaldua, Superintendent  
Mr. Charles Tafoya, Associate Superintendent, Human Resources  
Ms. Elizabeth Bulos, Director, Employee Benefits  
Mr. Kyle Jeglum, Assistant Director, Risk Management/Workers' Compensation

Guests: Dr. Gene Finke, Board Vice President

The meeting was called to order at 3:27 p.m. by Mr. Wever.

The topics discussed were as follows:

1. Presentation of Workers' Compensation Accident Prevention Plan and Safety Teams' Completed Projects (Item #1, A.)
  - a. Demonstration of Safety Website "Eye on Safety" (Item #1, A., 1.)
    - (1) Creation of Safety Teams
    - (2) History of EPISD safety/Workers' Compensation program
    - (3) Review of website areas
      - (a) Accident Prevention Plan
      - (b) News Blast
      - (c) Workers' Compensation
      - (d) District Performance Summary
    - (4) Safety management goals
    - (5) Fraud
    - (6) Submitting injury reports online
    - (7) Training for principals and supervisors
    - (8) Workers' Compensation costs incurred through January 2002
  - b. Immediate Medical Treatment for All Work-Related Injuries at Wainwright Clinic (Item #1, A., 2.)
    - (1) Hiring of family nurse practitioner
    - (2) All employees with work-related issues going to Wainwright Clinic first
    - (3) Schools being directed to call 911 or send employees to Wainwright Clinic, with nurses to provide first assessment

c. Post-Injury Drug and Alcohol Testing (Item #1, A., 3.)

- (1) Highlights of Drug-Free Workplace Resource Guide
- (2) Benefits of testing
- (3) Test choices
  - (a) pre-employment
  - (b) post accident
  - (c) reasonable cause
  - (d) random

d. Post-Offer Pre-Employment Physical Exam (Functional Capacity Exam [FCE] for High Injury Employee Classifications) (Item #1, A., 4.)

Requiring exams, at District's expense, prior to hiring to ensure capabilities for job; i.e., lifting, bending, etc.

e. Fort Bend Independent School District Workers' Compensation Program (Item #1, A., 5.)

Statistics from Fort Bend ISD on its Workers' Compensation program, which includes related initiatives of what EPISD is doing, has done, or is recommending to be implemented

f. Workers Compensation RFP #72-02 (Item #1, A., 6.)

Includes health care provider to assist with work-related injuries (exams)

Meeting Adjourned

The meeting was adjourned at 5:05 p.m.

Date Approved: November 12, 2002