

Joint Loss Management Committee: A Joint Loss Management Committee (JLMC) has been established in an effort to promote district-wide workplace health and safety. A principal committee that oversees all other safety related committees, the JLMC is charged with bringing various members of the district together in a non-adversarial and cooperative environment to promote workplace safety. It is the belief of the JLMC that through collaboration among employees who represent all three buildings as well as different areas of employment (teachers, instructional assistants, office staff, custodial staff, SAU staff, nutrition services staff, and administrators), the committee's work can lead to fewer accidents and health issues within the district and offer significant financial savings to Pelham taxpayers.

The following covers the roles and responsibilities of the JLMC:

- The chairperson of the committee shall be designated by the membership of the committee and shall rotate between those in an employee and management role periodically.
- The committee has a Clerk who is designated by the committee. The Clerk is responsible for taking minutes during the quarterly meetings and distributing them to the other members of the committee. These minutes are also posted in the district's employee drive, district website, and is available upon request.
- The JLMC consists of an equal number of management/employee representatives. Representatives shall be posted on the district website.
- All injury/incident reports are reviewed by this team, along with reports and recommendations from incident reviews or other district safety committees may have.
- The JLMC will conduct periodic facilities audits and report any findings, with suggested control measures, to the person most able to take action on the recommendations.
- Inspections conducted include, but are not limited to: annual town fire and health inspection, quarterly fire systems equipment inspections conducted by an outside contractor, semi-annual fire suppression equipment inspections, semi-annual food safety inspections, and annual building and grounds safety inspections.
- Members will discuss items such as new and ongoing safety concerns, new rules or regulations that have come into effect, accidents and near misses and the preventative measures that could have been taken to avoid them.
- The JLMC may request support from the School Board and/or Superintendent to approve resources needed for safety-related initiatives within the District.