



FLOYD COUNTY BOARD OF EDUCATION
Danny Adkins, Superintendent
106 North Front Avenue
Prestonsburg, Kentucky 41653
Telephone (606) 886-2354 Fax (606) 886-4550
www.floyd.kyschools.us

Sherry Robinson- Chair - District 5
Dr. Chandra Varia, Vice-Chair - District 2
Linda C. Gearheart, Member - District 1
William Newsome, Jr., Member - District 3
Rhonda Meade, Member - District 4

Addendum Agenda Item

DATE: May 18, 2018

CONSENT AGENDA ITEM: Consider/Approve the following for FY 2019: Workers Compensation Re-insurance with aggregate excess through New York Marine Insurance Company; Occupational Accident Buffer Insurance with Great American Insurance, Third Party Administrator Claims Administration with Alternative Service Concepts, and Annual Loss Control Program with Brooks Consulting Group.

APPLICABLE STATUTE(S), REGULATION(S), BOARD

POLICY/PROCEDURE(S): KRS Chapter 342, BOE Policy 1.11

FISCAL/BUDGETARY IMPACT: Fixed Cost are as follows; Excess Insurance \$107,636; Occupational Accident and Death Policy \$27,523.66; Claims Administration \$21,070, loss control \$15,600, and KY State Taxes \$30,197.48.

HISTORY/BACKGROUND: The Board elected to be self-insured beginning with the 2003 fiscal year. The FY 2019 fixed cost (excluding payouts) to the district for workers-comp is estimated to be \$202,027.14.

STAFF RECOMMENDATION & RATIONALE: Approve as presented

CONTACT PERSON: *Matt Wireman*, Director of Finance



DIRECTOR



SUPERINTENDENT



FLOYD COUNTY BOARD OF EDUCATION
Danny Adkins, Superintendent
106 North Front Avenue
Prestonsburg, Kentucky 41653
Telephone (606) 886-2354 Fax (606) 886-4550
www.floyd.kyschools.us

Sherry Robinson- Chair - District 5
Dr. Chandra Varia, Vice-Chair - District 2
Linda C. Gearheart, Member - District 1
William Newsome, Jr., Member - District 3
Rhonda Meade, Member - District 4

Addendum Agenda Item

DATE: May 18, 2018

CONSENT AGENDA ITEM: Consider/Approve the following for FY 2019: Workers Compensation Re-insurance with aggregate excess through New York Marine Insurance Company; Occupational Accident Buffer Insurance with Great American Insurance, Third Party Administrator Claims Administration with Alternative Service Concepts, and Annual Loss Control Program with Brooks Consulting Group.

APPLICABLE STATUTE(S), REGULATION(S), BOARD

POLICY/PROCEDURE(S): KRS Chapter 342, BOE Policy 1.11

FISCAL/BUDGETARY IMPACT: Fixed Cost are as follows; Excess Insurance \$107,636; Occupational Accident and Death Policy \$27,523.66; Claims Administration \$21,070, loss control \$15,600, and KY State Taxes \$30,197.48.

HISTORY/BACKGROUND: The Board elected to be self-insured beginning with the 2003 fiscal year. The FY 2019 fixed cost (excluding payouts) to the district for workers-comp is estimated to be \$202,027.14. The premium increase is \$3,971.51, and the increase in state taxes is estimated to be \$5,429.04.

STAFF RECOMMENDATION & RATIONALE: Approve as presented

CONTACT PERSON: *Matt Wireman*, Director of Finance

DIRECTOR

SUPERINTENDENT

The Floyd County Board of Education does not discriminate on the basis of race, color, national origin, age, religion, marital status, sex, or disability in employment, educational programs, or activities as set forth in Title IX & VI, and in Section 504.



Roeding Insurance

PUBLIC ENTITY

PUBLIC ENTITY INSURANCE
505 Wellington Way, Suite 275
Lexington, KY 40503
Phone: 888/696-9620

**FLOYD CO BOARD OF
EDUCATION**
106 N. FRONT AVENUE
PRESTONSBURG, KY 41653

INVOICE #	051818	Page 1
ACCT NO	OP	DATE
FLOYD-1	DMF	5-18-2018
POLICY #		
TBD		
COMPANY		
NY MARINE & GENERAL INSURANCE		
EFFECTIVE	EXPIRATION	
07/01/18	07/01/19	

Invoice #	Due Date	Description	Amount
051818		2018-19 WC Reinsurance Premium New York Marine	\$107,636.00
		2018-19 Occupational Accident Buffer Layer Insurance-Great American	\$27,523.66
		2018-19 Claims Administration Services Premium TPA-Alternative Services Concepts	\$21,070.00
		2018-19 Loss Control/ Risk Management Services Premium RGC-Brooks Consulting Group	\$15,600.00

INVOICE BALANCE

\$171,829.66

Please return copy of invoice with your payment. Thank You!

Floyd County Board of Education
2018-19 Self Insured Worker's Compensation Program
Breakdown of Fixed Costs

<u>Reinsurance Premiums:</u>	<u>16-17 Costs</u>	<u>17-18 Costs</u>	<u>18-19 Costs</u>
Carrier:			
New York Marine "A", IX	\$105,529.00	\$105,558.00	\$107,636.00
Self Insured Retention (each accident): \$500,000			
Aggregate Excess Retention: <u>\$2,908,747 - (18-19) *</u>			
Aggregate Excess Retention: <u>\$2,882,202 – (17-18)*</u>			
Great American Insurance Occupational Accident & Death Policy	\$23,366.20	\$25,629.49	\$ 27,523.66
<i>(Note: there are other options provided by Lyndon Southern Insurance on following page)</i>			
Claims Administration Services:	\$20,830.00	\$21,070.00	\$ 21,070.00
TPA – Alternative Service Concepts, Inc.			
Loss Control/Risk Management Services:	\$15,600.00	\$15,600.00	\$ 15,600.00
RGC – Brooks Consulting Group			
KY State Taxes (6.29%):	\$28,257.00	\$24,768.44.	\$ 30,197.48
2018-19 Taxes are based on a "simulated premium" of \$480,087 calculated by State of KY and are subject to change. These taxes are divided into quarterly payments.			
TOTAL FIXED COSTS:	<u>\$193,582.20</u>	<u>\$192,625.93</u>	<u>\$202,027.14</u>

*** - AGGREGATE EXCESS RETENTION:** The Aggregate Retention Limit varies slightly each year and for 2018-19 is \$2,908,747. If Floyd BOE were to reach this level of losses for the policy term 7/1/18-19, the Insurance Carrier is agreeing that they will pay the next \$1,000,000 in losses and Floyd BOE will not have to pay any additional retentions/losses.

The Self Insured Retention (SIR) effective 7/1/18 will remain the same at \$500,000 per claim. We have also included the renewal offer from Great American Insurance (Rated A+) which, if continued, will provide additional coverage. This is not an excess work comp policy. It is an Occupational Accident and Death Policy. This policy will provide coverage of \$250,000 excess of the first \$250,000 of all claims being paid by Floyd County Schools.

ADDITIONAL CARRIERS WHO WERE SOLICITED FOR PROPOSALS:

Excess Carriers solicited for proposals of insurance were:

Safety National Insurance – Safety National stated they could not offer a premium that is competitive with the current Carrier, NY Marine.
Arch Insurance – Declined to quote because they could not compete with NY Marine and would have to offer an SIR higher than \$500,000.
Midwest Employers Insurance – Declined to offer a quote stating SIR and premium would be higher than current NY Marine policy.
State National Insurance Company – Declined to quote. They stated they could not be competitive due to loss experience.

We also solicited additional proposals from Carriers able to offer a “buffer layer” of coverage that would be equal, or better, than the current coverage provided through Great American Insurance who provides a layer of coverage as follows:
For each claim, the School District provides the first \$250,000 of coverage followed by the Great American Buffer layer who provides the next \$250,000 of coverage. NY Marine then provides statutory limits coverage for all claims in excess of \$500,000.

We received a proposal from Lyndon Southern Insurance Company as an option for excess work comp coverage. The option of \$250,000 (which matches the level of coverage offered by the Great American policy) has an annual premium of \$32,071. This coverage is true excess work comp insurance. The premium is slightly higher than what the District is being offered as a renewal from Great American and is included as an option for your consideration.



BRENTWOOD REINSURANCE INTERMEDIARIES, INC.

**APPLICATION FOR EXCESS WORKERS
COMPENSATION**

APPLICANT'S NAME: Floyd County Board of Education

(Exact name to appear on contract)

Address: 106 North Front Street, Prestonsburg, KY 41653

FEIN# 61-6001347 **Quote need by date:** _____

States in which the applicant has qualified for self insurance: Kentucky

How long has applicant been self insured: Since 7/1/2002

Description of Operations: Public School System K-12

Describe any changes in operations that have occurred or are planned: _____

PRESENT PROGRAM:

Carrier: New York Marine and General Ins. Co. **Expiration:** 7/1/2018

Specific Limits: Statutory **Retention:** \$500,000 **Employers' Liability Limit:** \$1,000,000

Aggregate Limit: \$1,000,000 **Aggregate Retention:** 944% of Manual Prem. Min \$2,882,202

Endorsements: Voluntary Compensation, Foreign Special Coverage including Repatriation and Board Form all States for Employee Travel, Premium Endorsement

DESIRED PROGRAM:

Specific Limits: _____ **Retention:** _____ **Employers' Liability Limit:** _____

Aggregate Limit: _____ **Aggregate Retention:** _____

Options: _____

Endorsements: _____

INSURED'S CLAIM MANAGEMENT:

Name of Insured Claims Contact: Matt Wireman, CFO

Address: 106 North Front Street, Prestonsburg, KY 41653

Telephone: 606-886-2354

CLAIMS ADMINISTRATION:

Name of Claims Provider: Alternative Service Concepts

Name of Claims Manager: Kristi Vaughn

Address: PO Box 221558, Louisville, KY 40252-1558

Telephone: 800-289-1060

Services Provided: Claims Administration

How long has Company held contract: Since 7/1/2002

APPLICANT'S NAME: Floyd County Board of Education

RATING INFORMATION:

State	Code No.	Classification	No. of Employees	Estimated Gross Annual Payroll
KY	7380	Bus Drivers	98	1,780,000
KY	8868	Professional	482	31,450,000
KY	9101	All Other	451	3,804,000
TOTAL			1,031	37,034,000

Current Experience Modification Factor: _____ Effective Date _____

APPLICANT'S NAME:

Floyd County Board of Education

Completion of this application creates no obligation upon the applicant to accept insurance or upon the company to offer such insurance; however, in the event that such is accepted by the applicant or that it is issued by the company, this application will form the basis for that acceptance and issuance.

Florida *Any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or an application containing any false, incomplete, or misleading information is guilty of a felony of the third degree.*

Louisiana *Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or knowingly presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.*

Maryland *Any person who knowingly or willfully presents a false or fraudulent claim for payment of a loss or benefit or who knowingly or willfully presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.*

New Jersey *Any person who includes any false or misleading information on an application for an insurance policy is subject to criminal and civil penalties.*

New York *Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime and shall also be subject to a civil penalty not to exceed five thousand dollars and the stated value of the claim for each such violation.*

Washington *It is a crime to knowingly provide false, incomplete, or misleading information to an insurance company for the purpose of defrauding the company. Penalties include imprisonment, fines, and denial of insurance benefits.*

Other States *Any person who, with intent to defraud or knowing that he is facilitating a fraud against an insurer, submits an application or files a claim containing false or deceptive statement is guilty of insurance fraud.*

Applicant: Floyd Co. Board of Education



Name: _____

Address: 106 North Front Street, Prestonsburg, KY

Title: _____

Date: _____

Signature: _____

2018 - 2019 FLOYD COUNTY BOARD OF EDUCATION
LOSS CONTROL SERVICE PLAN
&
MEETING/TRAINING SCHEDULE:

- | | |
|-------------|--|
| July 2018 | Update 10 Year Workers' Compensation Loss Analysis |
| July 2018 | Superintendent/Risk Manager Meeting to Discuss Action Plan for 2018-2019 Meetings and Training |
| July 2018 | Distribute safetyinschools.com online Safety Training <ul style="list-style-type: none">▪ Administrators▪ Custodial▪ Maintenance▪ School Nutrition▪ Transportation▪ Teachers |
| August 2018 | Provide Food Service Safety In-Service <ul style="list-style-type: none">▪ Safety Culture▪ Slip/Fall Prevention▪ Manual Material Handling▪ Cut Prevention▪ Burn Prevention▪ Back Injury Prevention▪ Electrical Safety▪ Emergency Evacuation Procedures▪ Fire Safety▪ Chemical Safety |
| August 2018 | Provide Custodial Safety In-Service <ul style="list-style-type: none">▪ Stripping & Waxing Floors Safely▪ Ladder Safety▪ Manual Material Handling Safety▪ Heat Stress Prevention▪ Back Injury Prevention▪ Personal Protective Equipment |
| August 2018 | Provide Maintenance Safety In-Service <ul style="list-style-type: none">▪ Safety Culture in Schools▪ Personal Protective Equipment▪ Lockout/Tagout▪ Ladder Safety▪ Defensive Driving▪ Aerial Lift Device Safety▪ Powered Industrial Truck |
| August 2018 | Provide Transportation Safety In-Service <ul style="list-style-type: none">▪ Preventing Slips/Falls▪ Review of Bus Incidents in Schools▪ Preventing Rear Ends, Intersectional, Sideswipe, and Head On Incidents▪ Defensive Driving▪ Dealing with Behavior Issues on the Bus▪ Proper Pre Trip Inspection and Why it is Important |

October 2018	Provide review of updated loss information
October 2018	Attend & Participate in Principals Meeting <ul style="list-style-type: none"> ▪ Discuss Employee Training ▪ Discuss District Wide Safety Team ▪ Historical Workers' Compensation & Property Casualty Experience ▪ How Departments Can Work Together to Improve Risk Management & Safety ▪ Refresher on Workers' Compensation Claim Reporting and Handling ▪ Review of Return to Work/Alternative Duty Practice in Floyd County Schools
January 2019	Attend & Participate in Safety Team Meeting <ul style="list-style-type: none"> ▪ Review Claims ▪ Review Safety Suggestions ▪ Discuss Needed Safety Measures ▪ Discuss Training
April 2019	Attend & Participate in Safety Team Meeting <ul style="list-style-type: none"> ▪ Review Claims ▪ Review Safety Suggestions ▪ Discuss Needed Safety Measures ▪ Discuss Training
June 2019	Update Written Safety Program and Employee Safety Handbook for Floyd County Schools <ul style="list-style-type: none"> ▪ Bloodborne Pathogens ▪ Compressed Gas ▪ Confined Space ▪ Electrical Safety ▪ Emergency Eyewash ▪ Fall Protection ▪ Fire Safety ▪ Hand Tool Safety ▪ Hazard Communication ▪ Hearing Conservation ▪ Ladder Safety ▪ Lockout Tagout ▪ Machine Guarding ▪ Personal Protective Equipment



Scope of Loss Prevention/Safety Services Provided Floyd County Schools By Brooks School Safety Group

The Brooks School Safety Group is excited to continue offering Floyd County Schools the most personalized, comprehensive and informative loss control services available. We specialize in providing customized risk management services to school systems in Kentucky, Virginia, and Tennessee. We have designed our consulting process to enable your school system to develop a work environment that encourages safe behaviors and a positive safety culture.

Brooks School Safety Group will involve employees at all levels of Floyd County Schools, which will greatly improve our potential for success. In all phases of our programs, we will work with you as partners. We will enhance your employees' abilities to work safe by educating and teaching management, supervisors, and employees the necessary skills to maintain and improve safety performance. We will provide simple, yet effective, common sense awareness and skills to observe and manage the kinds of attitudes and behaviors that cause injuries. Our team approach is the most successful method of ensuring the success of this program.

We will continue to build our relationship with Floyd County Schools by:

- Assisting you with the creation of new risk management objectives.
- Creating procedures & manuals generating records, and documenting processes that are targeted at reducing losses.
- Providing current information and recommending approaches associated with best practices, efficient methods, and OSHA standards appropriate to Floyd County Schools.
- Promoting, explaining, and championing to both management and employees the safety changes Floyd County Schools intends to make.
- Providing site-based training for management, supervisors, and employees.
- Transferring our knowledge and skills to you so that you can develop a true Total Safety Culture in each department.
- Working with Safety Committee to drive school system safety programs.

Issues facing Floyd County Schools as they pertain to safety and loss control include:

- Reducing costs associated with workers' compensation and property/casualty insurance.
- Reducing risks and hazards that cause injuries and liabilities in Floyd County Schools.
- Addressing risk management concerns.
- Improving the health and safety of school board employees.
- Implementing site specific and self-sufficient safety programs.
- Increasing the safety awareness of all employees.
- Promoting the use of personal protective equipment to reduce job hazards.



Technical Assistance Relative to OSHA Regulations

Brooks School Safety Group is fully capable and ready to assist Floyd County Schools with the development and implementation of the following OSHA programs:

- Bloodborne Pathogens
- Hazard Communication
- Confined Space
- Lockout Tagout
- Electrical Safety
- Ladder Safety
- Excavation and Trenching
- Compressed Gas
- Welding Safety
- Mowing Safety
- Hand Tool Safety
- Machine Guarding
- Contractor Safety
- Personal Protective Equipment
- Hearing Conservation
- Fall Prevention
- Fire Prevention/Hot Work
- Heat/Cold Stress

We will assist you with revising your current safety programs and provide the necessary training of your employees to support implementation in your support staff departments.

Brooks School Safety Group Safety Engineers specialize in many other disciplines of hazard control, including:

- Behavior Based Safety
- Incident Reporting/Investigation
- Safety Management Training
- Drug Free Workplace
- Job Safety Analysis & Training
- Slip, Trip, Fall Injury Reduction
- Ergonomics
- Return to Work/Alternative Duty
- Fleet Safety
- Injury Management
- Safety Committees
- Emergency Planning
- Special Needs Injury Prevention
- New Hire Orientation
- Sexual Harassment
- Employment Practices

Brooks School Safety Group will also provide Floyd County Schools with detailed school hazard inspection forms that detail appropriate applicable OSHA standards.



Online Safety Training

Prior to the start of the 2018-2019 school year, we will roll out our customized multimedia online “Culture of Safety” training program to all administrators, teachers, custodians, school nutrition staff, transportation staff, and maintenance staff. This program has proven to reduce injuries to employees in each school system that properly implements.

Over 150,000 employees in school systems serviced by the Brooks School Safety Group have completed the online “Culture of Safety” programs. These safety training programs were created specifically for each employee group, so that the training is strategic and focused on injuries actually occurring in schools. Implementing the training is simple and has many benefits, including the potential to reduce claims, decrease insurance losses, and most importantly, help keep all employees safe, healthy, and happy.

After Integrating the Training...

- Orange County Public Schools, VA reduced claims by 70%
- Prince Edward County Public Schools, VA reduced claims by 50%
- Dickenson County Public Schools, VA reduced by 40%
- Floyd County Public Schools, KY reduced claims severity by 40%

Topics Covered...

- | | |
|--|------------------------|
| • Importance of Safety in Public Education | • Fire Prevention |
| • Slips & Falls Prevention | • Cut/Burn Prevention |
| • Falls from Heights Prevention | • Lockout/Tagout |
| • Strains and Sprains Prevention | • Ladder Safety |
| • Importance of “Good Housekeeping” | • Hazard Communication |
| | • Floor Care Safety |

Benefits of Online Training...

- **Efficiency** – It takes just 22 minutes for employees to complete the interactive, self-paced “Culture of Safety” course.
- **Consistency** – There is no variance in content with multimedia training, so we can be confident in the content being delivered to every employee.
- **Satisfaction** – Employees can learn at their own pace, take the training at a convenient time, and re-watch areas of particular interest to them.
- **Tracking** – The system is set up so that administrators can track which teachers have completed the safety program.



As we begin the change process, Brooks School Safety Group safety engineers will prove to be reliable partners and a ready source of information and support. We will help ensure that the necessary resources needed to implement risk management programs are identified and available and that key performances are specified and tracked. We will work with you to keep your efforts on track and moving forward. We will provide project/safety management training, program/status reports, information, guidance, and direction as needed to implement your program and achieve your goals.

These services will include:

- Attend quarterly meetings with Floyd County Schools to review all activity occurring in school system.
- Provide training services to the staff of Floyd County Schools on insurance and risk management topics, as needed.
- Provide Department Head, Supervisor, Principal, and Vice Principal training session to discuss loss experience and safety program development.
- Provide consultation services for safety program development, safety committee formation, regulatory compliance, chemical handling and disposal, emergency preparedness planning, fire protection, and fleet services.
- Participate in Safety Committee Meetings.
- Provide In-Service Training for Food Service, Custodial, Maintenance, Transportation, and Teacher Employees.
- Assist with the development of training programs and manuals.
- Review loss data for trends and significant exposures.

Types and Frequency of Reports

In assessing the historical workers' compensation situation, we will reference the loss runs provided to us to create graphical analysis of historical experience. The graphs will give us a good indication of the number of claims and severity of claims to immediately expect as far as reduction is concerned. The graphs will illustrate:

- Workers' Compensation Frequency by Year
- Workers' Compensation Severity by Year
- Workers' Compensation Frequency by Department
- Workers' Compensation Severity by Department
- Workers' Compensation Frequency by School
- Workers' Compensation Severity by School
- Workers' Compensation Frequency by Type of Injury
- Workers' Compensation Severity by Type of Injury
- Property/Casualty Frequency by Year
- Property/Casualty Severity by Year

Progress towards achieving our goals is not a static event. An ongoing commitment to the safety of employees and to improvements is what will make Floyd County Schools successful over time. Our consultants will work with you to develop measurements that are appropriate to the specific concerns of your support staff departments and school board. The Brooks School Safety Group is uniquely qualified to provide quantitative, objective assessment of your improved risk management process and procedures. Together, we will monitor, measure, and review performances to ensure that you reap the benefits you set out to achieve.



Floyd County Schools, Kentucky

Brooks School Safety Group

Loss Prevention System Implementation

FLOYD COUNTY SCHOOLS SAFETY PROGRAM ASSESSMENT

- Loss Frequency and Severity Analysis
- Review Current Status of Safety Program
- Establish Priorities to Target Loss Control Efforts

CREATE FLOYD COUNTY SCHOOLS' COMMITMENT & EMPLOYEE INVOLVEMENT

- Provide Principal/Department Head Training
- Communicate Safety Responsibilities and Duties to Management
- Roll out Online "Culture of Safety" Training Program to all Employees

DEVELOP REPORTING & RECORD KEEPING PROCEDURES

- Centralize Incident Reporting Procedures
- Revise Incident Investigation Program
- Claims Reporting

RECOGNIZE WORKPLACE HAZARDS

- Hazard Recognition through Facility Reviews
- Brooks School Safety Group Hazard Inspections

DEVELOP AND IMPLEMENT WRITTEN SAFETY PROGRAMS

- Hazard Communication
- Back Injury Prevention
- Lockout Tagout
- Personal Protective Equipment
- Bloodborne Pathogens
- Slips, Trips, Falls

DEVELOP AND IMPLEMENT INCIDENT PREVENTION PROGRAMS & CONTROLS

- Alternative Duty Program
- Work Closely with Third Party Administrator
- Supervisor and Employee Training & Education
- Suggestion Safety Box Program



David W. Brooks

Brooks School Safety Group

Principal

The Brooks School Safety Group currently oversees and directly services over one hundred school divisions participating in the Virginia Association of Counties Group Self Insurance Risk Pool (VACORP). The firm also provides safety and health consulting for several large school systems, county governments, and industrial/manufacturing clients in Kentucky, Tennessee, and Louisiana. BSSG conducts site specific training for over 40,000 employees per year for their clients. BSSG has also developed a unique online "Teacher Safety Training" that has been specifically designed to reduce teacher injuries, the major loss driver for school divisions in the US.

The Brooks School Safety Group's approach to loss control services is non-traditional. Services are non-inspection based and are designed around the best interest of the clients' most valuable asset, employees. BSSG's approach is collaborative and targeted to control those loss sources that drive client workers' compensation and property/casualty losses. BSSG partners with each client to design an action plan by analyzing loss trends in great detail, which then allows them to target services that drive down those loss causes. The firm provides management training, forms safety teams, provides strong safety training, and assists with the implementation of behavioral based safety programs that create good safety culture.

David Brooks, Principal, has over 14 years of experience in Public Entity, Industrial, and Construction Safety & Loss Prevention. He has directed loss control programs for over 250 school systems, county governments, and industrial clients in Virginia, Tennessee, and Kentucky. Prior to forming the Brooks School Safety Group, David managed and coordinated Loss Control services for the Tennessee School Boards Association, the Virginia School Boards Association, and national accounts for insurance companies around the country.

He earned a safety engineering degree in Occupational Safety and Health from Murray State University in 1998. David has served in the following positions:

- Lead Safety Engineer, Construction of Walt Disney World – Animal Kingdom – Orlando, FL
- Loss Control Consultant, Arthur J. Gallagher Co. – Chicago, IL
- Lead Safety Consultant, Tennessee School Boards Association, Nashville, TN
- Lead Safety Consultant, Virginia School Boards Association, Charlottesville, VA



Christopher A. Ballard

Loss Control Consultant

Chris earned a Bachelor of Science degree in Occupational Safety and Health from Murray State University in Murray, Kentucky. His education and training have given him a solid foundation to advance his career as a lead safety engineer with Brooks School Safety Group. Chris assists clients with the development and implementation of a wide range of safety programs. He will also work to improve safety culture in each of our client school divisions.

Over the past five years, Chris has performed on-site hazard inspections of over two hundred fifty schools in over sixty school divisions. His reports allow Brooks School Safety Group to train Custodial and Maintenance on specific safety issues that could cause property, liability, and workers' compensation losses in our client school systems.

During his three year tenure in the Environmental Safety & Health Office at Murray State University, he was able to focus on a wide range of safety and health issues. Chris performed fire safety inspections, completed fire safety evaluations, and updated fire prevention maintenance logs for each building on Murray State's campus. As he compiled monthly records of hazardous materials on site, he conducted routine instructional and hands on fire extinguisher training. He also assisted with First Responder training. He worked with on-site engineers to review, update, and implement Emergency Evacuation Procedures for multiple buildings on campus.

He has been trained, certified, and accredited in the following:

- GSP | Graduate Safety Practitioner | Board of Certified Safety Professionals
- ASSE Member | American Society of Safety Engineers
- ABET Accredited | Accreditation Board for Engineering and Technology
- ASAC Accredited | Applied Science Accreditation Commission
- OSHA 30 Hour Construction | General Industry
- 24-Hour Chemical Spill Response Technician | Incident Command



**Safety
InSchools.com**

Online Safety Awareness Program

CREATING A CULTURE OF **safety**

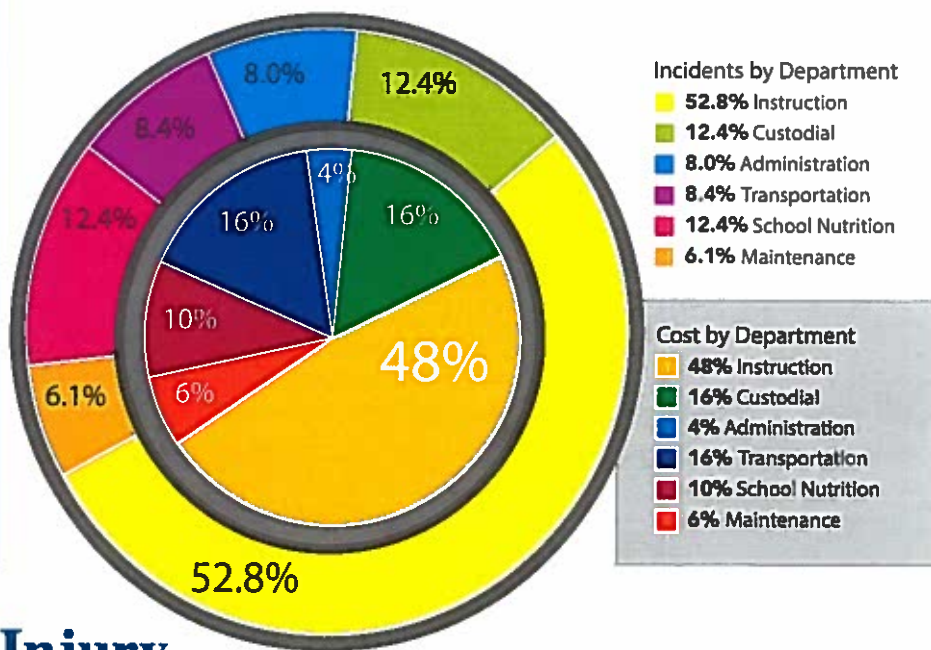
**Our professionals are the educational system's most valuable asset.
Your well-being is our primary focus.**

300,000

workers will be injured on the job this year in our public schools. Together, we can change this.

Teachers and other school workers are the most injured workforce in our country. As one of the largest workforces in America, they are also one of the largest workforces not being given safety awareness training.

Claims Experience by Department



The Costs of School Injury

How many employees will be injured in your school district or risk pool this year? How much is it costing you? What are you doing to prevent these injuries? The costs are more than you may think.

Costly Injury Claims: More than **300,000 injury claims** are filed by school workers every year, including teachers, custodial and maintenance staff, school nutrition staff and transportation workers. This costs public education more than **\$1.5 Billion per year**.

Lost Work: Just teacher injury alone results in over **60,000 lost work days** every year for teachers across the United States. These statistics translate into the disruption of the education of millions of students in America. The added burden of finding a replacement teacher compounds the costliness of lost work, not to mention the disruption in the continuity of learning by your students.



A Teacher's Perspective

"This safety training certainly opened my eyes to things I can watch out for and I'm more aware of my surroundings now. The sessions were informative and I could do them at my own pace, at my own convenience, and even on my iPad."



An Administrator's Perspective

"When it comes to safety, injury and medical loss, you have a decision to make: You can hope and pray things are going to get better and people won't get hurt, or you can be proactive and choose to get your employees trained in safety to prevent loss."



**Safety
InSchools.com**

By implementing SafetyInSchools.com safety training, schools have experienced a double-digit reduction in preventable injury claims.

Benefits

SafetyInSchools.com allows school workers to take safety training at their convenience in impactful sessions providing awareness and prevention for the most common injuries:

- Same-Level Slips, Trips, and Falls
- Falls from Heights
- Strains, Sprains, and Exertions
- Job-specific training is also provided for each job type: administration, instruction, maintenance, custodial, school nutrition and transportation.



By using SafetyInSchools.com, educators will be empowered to take control of their own safety by being equipped with the knowledge needed to prevent injury.

Reduced Worker's Compensation Losses

By offering educational workers our online safety training program, clients have seen a reduction of 25% or more in claims experience. This can be an extraordinary savings that truly impacts your bottom line and the well-being of your school systems.

Increased Comprehension and Retention

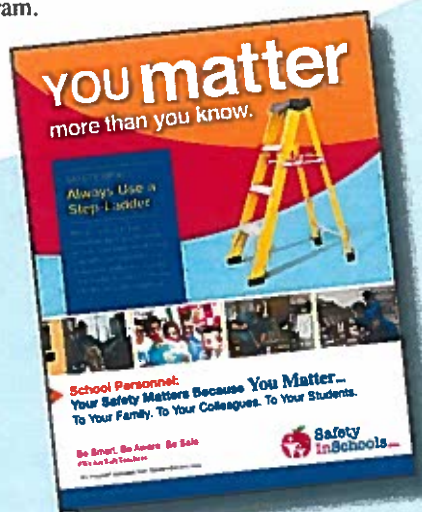
Our school employees experience significantly higher comprehension and retention when receiving safety training online, keeping educators mindful of the everyday risks they face and prevention methods they need to stay safe.

Improved Satisfaction and Convenience

Employees experience greater convenience and far less frustration and disruption of normal activities by being given the freedom to complete training at their own pace wherever they choose, including on their tablet or mobile device.

Easy Implementation

We will provide you with the content needed for effective safety training and customize an automated delivery of the content that works for you and your school staff. There is no need for extra staff to implement this program.



In-School Campaign

To provide visual support for your SafetyInSchools.com online training program, we provide an in-school campaign called "You Matter," which includes posters that you can post throughout your school.

A cinematic approach to training with high-definition content and an interactive platform.



The SafetyInSchools.com Advantage

1 Reinforced Content Sessions

Our training is provided throughout the school year for our teachers, beginning with an overview session at the start of the year, then followed by four shorter reinforcement modules throughout the year. With this interval training year-round, content is reviewed and reinforced with specific focal points in each follow-up session. For our other school workers, training can be offered in a group setting or customized as individual sessions.

2 Shorter Training Intervals

Since SafetyInSchools.com allows for iterative training throughout the year in shorter sessions, we are able to keep the attention and focus of employees, as we know they are often multi-tasking and can become distracted during long sessions. We keep our content short, relevant, and engaging to keep the focus of the employee and his/her ability to retain the information.

3 Interactive Questionnaires

Our automated learning management system allows SafetyInSchools.com to track and report all training completions to the school system or risk pool.

4 Focus on Job-Specific Hazards

Our content is customized for each type of worker in the school setting: administration, teachers, custodial and maintenance workers, school nutrition and our transportation workers. Our main focus is injury prevention which provides an immediate and substantial impact on improved educational performance in the classroom and reduced liability costs.

"Teachers are role models and their attentiveness to their own personal safety and health is very influential on students....When one person gets hurt, we all hurt."

— Jim Sullivan, Superintendent of Schools, (retired)

"Since implementing this online training program in 2010, our claims costs have been reduced by over 65% in those five years and saved our school system millions of dollars."

— Ralph Kilgore, Director of Personnel

"Last year, my AP Statistics teacher had to miss most of the year because of a back injury. They brought in a substitute, but it just wasn't the same. We weren't able to learn as effectively and unfortunately, at the end of the year, we were not prepared to take the AP test."

— Student, Beech High School



Online Safety Awareness Program

SafetyInSchools.com

Climb to Safety, LLC

David Brooks, Founder

4322 Harding Place, Suite 417

Nashville, TN 37205

615.777.8521 | info@safetyinschools.com

www.SafetyInSchools.com

ALTERNATIVE SERVICE CONCEPTS, LLC
Floyd County Schools
July 1, 2018 to June 30, 2019
Life of Partnership Handling

New Claims

Service	Number Of Claimants	Per-Claimant Fee	Total Fee
Workers' Compensation Claims			
Indemnity	12	\$710	\$8,520
Medical Only	30	\$165	\$4,950
Incident Only	TBD	\$40	---
Catastrophic Claims **	TBD		---
Total Claims Fee			\$13,470
Systems and Data Processing			\$ 2,500
On-Line Access (One User)			No Charge
Additional Users			\$25/User/Month
MMSEA – Annual Transmission Fees (includes query & submissions)			\$ 2,100
Account Administration Fee			\$ 3,000
Total Fee			\$21,070

Claims will be handled for ***Life of Partnership*** with no additional per-claim fees. Fees are based on claims volume provided. At the conclusion of the contract, any claims that exceed the claim count stated above will be invoiced at the quoted per-claim rate.

“ASC’s” minimum contract claims fee is \$13,470. All claims handled by “ASC” will be credited towards the minimum fee by multiplying the actual number of claims by the fee per claimant. If the fee for the actual number of claims is more than \$13,470, “ASC” will invoice the “Client” for the difference between the actual fee and \$13,470.

The account administration fee includes:

- Account Setup

ASC

Alternative Service Concepts, LLC

- New Claim Setup
- Client Meetings
- Excess Reporting
- State Reporting
- Claim File Storage

*** Any event resulting in 10 or more claimants/suffixes will be treated as a catastrophe and billed the quoted per claim rate for the first 10 claimants/suffixes and any claim/suffix over 10 will be billed at a per claim rate of \$350 per claim.*

Medical Cost Management

Medical Bill Review.....\$9.00 per bill
PPO Usage.....30% of Savings

Additional Services and Fees

Client Claims Data Transmission/Release.....\$2500 Per Release
Carrier Data Transmission.....\$400 Per Release
Reports Produced by Client.....No Charge
Reports Produced by ASC.....\$50 Per Copy
Systems TrainingT&E (\$85 Per Hour)
Customized ProgrammingT&E (\$180/Hour)
Customized Reports..... T&E (\$85 Per Hour)

Subrogation Pursuit and Recovery

15% of Recovery

Banking

Should the "Client" wish for "ASC" to manage the claims payment account, a setup fee and annual support fee will apply.

Allocated Expenses

Allocated expenses will be charged to the claim file and include fees for:

- Legal services
- State-mandated EDI
- Court reporters
- Professional photographs
- Official documents and transcripts
- Experts' / rehabilitation services
- Architects, contractors, engineers, chemists
- Police, fire, coroner, weather reports

ASC

Alternative Service Concepts, LLC

- Accident reconstruction
- Property damage appraisals
- Subrogation collection cost payable to third party
- Extraordinary travel at client's request
- Medical records
- IMEs, MRIs, etc.
- Managed care
- Medical bill review
- Index Bureau reporting
- Outside investigation
- Surveillance
- Any other expense requiring "Client" approval

Claims Handling at Contract Conclusion

At the conclusion of the contract, the following options are available for continued handling of open claims:

- Annual per-claimant fee at "ASC's" prevailing rates
- Claims returned to "Client"

Workers' Compensation Claims Definitions

Medical Only Claims - Work-related claims that require medical treatment only and do not exceed \$2,500 in total payments.

Indemnity Claims - Work-related claims that involve disability benefits or medical claims that require payment of medical and other expenses in excess of \$2,500 or require the pursuit of subrogation.

ALTERNATIVE SERVICE CONCEPTS, LLC

WITNESS: _____

BY: _____

TITLE: COO

DATE: _____

FLOYD COUNTY BOARD OF EDUCATION

WITNESS: _____

BY: _____

TITLE: _____

DATE: _____

New York Marine and General Insurance Company

POLICYHOLDER DISCLOSURE NOTICE OF TERRORISM RISK INSURANCE PROGRAM REAUTHORIZATION ACT COVERAGE

Floyd County Board of Education

Insured's Name

Policy Number

Coverage for acts of terrorism is included in your policy. This disclosure addresses the requirements of the Terrorism Risk Insurance Act of 2002 as amended and extended by the Terrorism Risk Insurance Program Reauthorization Act of 2015.

Definitions

The definitions provided in this disclosure are based on and have the same meaning as the definitions in the Act. If words or phrases not defined in this disclosure are defined in the Act, the definitions in the Act will apply.

1. "Act" means the Terrorism Risk Insurance Act of 2002, which took effect on November 26, 2002, and any amendments thereto, including any amendments resulting from the Terrorism Risk Insurance Program Reauthorization Act of 2015.
2. "Act of Terrorism" means any act that is certified by the Secretary of the Treasury, in consultation with the Secretary of Homeland Security, and the Attorney General of the United States as meeting all of the following requirements:
 - a. The act is an act of terrorism.
 - b. The act is violent or dangerous to human life, property or infrastructure.
 - c. The act resulted in damage within the United States, or outside of the United States in the case of the premises of United States missions or certain air carriers or vessels.
 - d. The act has been committed by an individual or individuals as part of an effort to coerce the civilian population of the United States or to influence the policy or affect the conduct of the United States Government by coercion.
3. "Insured Loss" means any loss resulting from an act of terrorism (and, except for Pennsylvania, including an act of war, in the case of workers compensation) that is covered by primary or excess property and casualty insurance issued by an insurer if the loss occurs in the United States or at the premises of United States missions or to certain air carriers or vessels.
4. "Insurer Deductible" means, for the period beginning on January 1, 2015, and ending on December 31, 2020, an amount equal to 20% of our direct earned premiums, during the immediately preceding calendar year.

Limitation of Liability

The Act limits our liability to you under this policy. If aggregate Insured Losses exceed \$100,000,000,000 in a calendar year and if we have met our Insurer Deductible, we are not liable for the payment of any portion of the amount of Insured Losses that exceeds \$100,000,000,000; and for aggregate Insured Losses up to \$100,000,000,000, we will pay only a pro rata share of such Insured Losses as determined by the Secretary of the Treasury.

Policyholder Disclosure Notice

1. Insured Losses would be partially reimbursed by the United States Government. If the aggregate industry Insured Losses exceed:
 - a. \$100,000,000, with respect to such Insured Losses occurring in calendar year 2015, the United States Government would pay 85% of our Insured Losses that exceed our Insurer Deductible.
 - b. \$120,000,000, with respect to such Insured Losses occurring in calendar year 2016, the United States Government would pay 84% of our Insured Losses that exceed our Insurer Deductible.
 - c. \$140,000,000, with respect to such Insured Losses occurring in calendar year 2017, the United States Government would pay 83% of our Insured Losses that exceed our Insurer Deductible.
 - d. \$160,000,000, with respect to such Insured Losses occurring in calendar year 2018, the United States Government would pay 82% of our Insured Losses that exceed our Insurer Deductible.
 - e. \$180,000,000, with respect to such Insured Losses occurring in calendar year 2019, the United States Government would pay 81% of our Insured Losses that exceed our Insurer Deductible.
 - f. \$200,000,000, with respect to such Insured Losses occurring in calendar year 2020, the United States Government would pay 80% of our Insured Losses that exceed our Insurer Deductible.
2. Notwithstanding item 1 above, the United States Government will not make any payment under the Act for any portion of Insured Losses that exceed \$100,000,000,000.

The portion of your annual premium that is attributable to coverage for acts of terrorism is \$3,866 and does not include any charges for the portion of losses covered by the United States government under the Act.

The portion of the Insured's annual premium that is attributable to coverage for certified "acts of terrorism" may be adjustable at audit and is calculated based on a percentage of the Insured's total audited payroll.

I ACKNOWLEDGE THAT WE HAVE BEEN NOTIFIED THAT UNDER THE TERRORISM RISK INSURANCE PROGRAM REAUTHORIZATION ACT OF 2015, ANY LOSSES RESULTING FROM CERTIFIED ACTS OF TERRORISM UNDER THIS POLICY COVERAGE MAY BE PARTIALLY REIMBURSED BY THE UNITED STATES GOVERNMENT, MAY BE SUBJECT TO A \$100 BILLION CAP THAT MAY REDUCE THIS COVERAGE AND WE HAVE BEEN NOTIFIED OF THE PORTION OF THE PREMIUM ATTRIBUTABLE TO THIS COVERAGE.

Policyholder's Signature

Date

New York Marine and General Insurance Company**POLICYHOLDER DISCLOSURE NOTICE OF TERRORISM RISK INSURANCE PROGRAM REAUTHORIZATION
ACT COVERAGE**Floyd County Board of Education**Insured's Name****Policy Number**

Coverage for acts of terrorism is included in your policy. This disclosure addresses the requirements of the Terrorism Risk Insurance Act of 2002 as amended and extended by the Terrorism Risk Insurance Program Reauthorization Act of 2015.

Definitions

The definitions provided in this disclosure are based on and have the same meaning as the definitions in the Act. If words or phrases not defined in this disclosure are defined in the Act, the definitions in the Act will apply.

1. "Act" means the Terrorism Risk Insurance Act of 2002, which took effect on November 26, 2002, and any amendments thereto, including any amendments resulting from the Terrorism Risk Insurance Program Reauthorization Act of 2015.
2. "Act of Terrorism" means any act that is certified by the Secretary of the Treasury, in consultation with the Secretary of Homeland Security, and the Attorney General of the United States as meeting all of the following requirements:
 - a. The act is an act of terrorism.
 - b. The act is violent or dangerous to human life, property or infrastructure.
 - c. The act resulted in damage within the United States, or outside of the United States in the case of the premises of United States missions or certain air carriers or vessels.
 - d. The act has been committed by an individual or individuals as part of an effort to coerce the civilian population of the United States or to influence the policy or affect the conduct of the United States Government by coercion.
3. "Insured Loss" means any loss resulting from an act of terrorism (and, except for Pennsylvania, including an act of war, in the case of workers compensation) that is covered by primary or excess property and casualty insurance issued by an insurer if the loss occurs in the United States or at the premises of United States missions or to certain air carriers or vessels.
4. "Insurer Deductible" means, for the period beginning on January 1, 2015, and ending on December 31, 2020, an amount equal to 20% of our direct earned premiums, during the immediately preceding calendar year.

Limitation of Liability

The Act limits our liability to you under this policy. If aggregate Insured Losses exceed \$100,000,000,000 in a calendar year and if we have met our Insurer Deductible, we are not liable for the payment of any portion of the amount of Insured Losses that exceeds \$100,000,000,000; and for aggregate Insured Losses up to \$100,000,000,000, we will pay only a pro rata share of such Insured Losses as determined by the Secretary of the Treasury.

Policyholder Disclosure Notice

1. Insured Losses would be partially reimbursed by the United States Government. If the aggregate industry Insured Losses exceed:
 - a. \$100,000,000, with respect to such Insured Losses occurring in calendar year 2015, the United States Government would pay 85% of our Insured Losses that exceed our Insurer Deductible.
 - b. \$120,000,000, with respect to such Insured Losses occurring in calendar year 2016, the United States Government would pay 84% of our Insured Losses that exceed our Insurer Deductible.
 - c. \$140,000,000, with respect to such Insured Losses occurring in calendar year 2017, the United States Government would pay 83% of our Insured Losses that exceed our Insurer Deductible.
 - d. \$160,000,000, with respect to such Insured Losses occurring in calendar year 2018, the United States Government would pay 82% of our Insured Losses that exceed our Insurer Deductible.
 - e. \$180,000,000, with respect to such Insured Losses occurring in calendar year 2019, the United States Government would pay 81% of our Insured Losses that exceed our Insurer Deductible.
 - f. \$200,000,000, with respect to such Insured Losses occurring in calendar year 2020, the United States Government would pay 80% of our Insured Losses that exceed our Insurer Deductible.
2. Notwithstanding item 1 above, the United States Government will not make any payment under the Act for any portion of Insured Losses that exceed \$100,000,000,000.

The portion of your annual premium that is attributable to coverage for acts of terrorism is \$3,866 and does not include any charges for the portion of losses covered by the United States government under the Act.

The portion of the Insured's annual premium that is attributable to coverage for certified "acts of terrorism" may be adjustable at audit and is calculated based on a percentage of the Insured's total audited payroll.

I ACKNOWLEDGE THAT WE HAVE BEEN NOTIFIED THAT UNDER THE TERRORISM RISK INSURANCE PROGRAM REAUTHORIZATION ACT OF 2015, ANY LOSSES RESULTING FROM CERTIFIED ACTS OF TERRORISM UNDER THIS POLICY COVERAGE MAY BE PARTIALLY REIMBURSED BY THE UNITED STATES GOVERNMENT, MAY BE SUBJECT TO A \$100 BILLION CAP THAT MAY REDUCE THIS COVERAGE AND WE HAVE BEEN NOTIFIED OF THE PORTION OF THE PREMIUM ATTRIBUTABLE TO THIS COVERAGE.

Policyholder's Signature

Date