

## Examples of Ways to Spend Incentive Program Funds

CCCSIG recommends that districts spend their incentive program funds on employee health and safety-related items and initiatives that will continue to assist in reducing employee injuries and district premiums/ex mods. The following is a list of examples:

- Equipment: hydraulic lifts for dumpsters, concrete grinder, [Lift Gates](#) for M&O trucks, other ergonomic custodial equipment
- Built-in Walk Off Mats for Entryways
- Stepladders for Classrooms
- Site-based incentive programs (site health and safety committees submit a proposal to district committee for employee health and safety items)
- Ergonomic equipment (chairs, keyboards, footrests, document holder, etc.)
- Incentive prizes for participating in employee health and safety services, e.g. The Healthy Holiday Challenge (check with your district policy on this to be sure of compliance; some districts are not allowed to provide incentives due to 'Gift of Public Funds' policies)
- Additional paid staff time for high risk occupations to meet and discuss on-the-job challenges (e.g. SRVUSD Instructional Assistants received 1 extra hour each week of paid time to consult with one another about changing routines, etc. among the special needs students they work with)
- Campus security jackets (to help create a safety presence on campus)
- Backpack Hooks (\$5 per hook)
- Employee health screens (glucose, cholesterol, bone density)
- Employee flu shots
- Supervisor and employee health and safety training (professional development seminars, conferences, workshops, etc.)
- Training DVDs
- Guest speakers on health and safety
- Employee health fairs (healthy refreshments, vendors, raffle prizes, speakers)