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## *SafetyNet* Special Edition

A special edition of *SafetyNet* designed especially for the Business Administrator

### ***The Unexpected Consequences of Reductions in Force***

**R**ecent cuts in state aid to public schools made it necessary for many districts to reduce the number of people employed in their districts. Many times reductions in force can cause other problems of which all districts need to be aware.

Personnel cuts can cause disgruntled workers to file discrimination or other types of employment related action against the district. Workers who know their jobs will be eliminated may file fraudulent workers' compensation claims or extend current claims to keep an income.

Cutting custodial staff below minimum standards can put remaining staff at safety risk due to poor maintenance. The result could be an increase in slips, falls and other hazards. New Jersey School Boards Association Insurance Group (NJSBAIG) has several tools which can assist a district during this difficult time.

Any district with NJSBAIG School Leaders Errors and Omissions Coverage can consult the NJSBAIG Employment Practices Hotline Attorney (NEPHA) with employment related questions if they are concerned about the reaction of a specific employee. They will be given excellent legal advice by an attorney who is an expert in the employment field.

WeTip is an anonymous crime reporting service available 24 hours per day seven days per week where fraudulent workers' compensation, vandalism, or other crimes can be reported.

Reductions in staff may leave less time for required safety training. The NJSBAIG Loss Control Department can prepare and present safety training to all employees as needed.

The best part is all of these services are value added just for being a member of NJSBAIG. For more information on these or other value added services, please contact the undersigned.

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