

CERTIFICATION OF RESOLUTION
SCHOOL STAFF TRAINING REQUIREMENTS

Franklin Learning Academy
An Ohio Non-Profit Corporation

The Governing Authority (the “Board”) of Franklin Learning Academy, (the “School” and the “Corporation”), a not-for-profit corporation organized under the laws of the State of Ohio, hereby resolves as follows:

WHEREAS ORC 3319.073 requires the School to provide training to all School staff on various subject matters;

WHEREAS the required trainings are outlined in The School Staff Training Requirements document attached hereto as Exhibit A and incorporated herein by reference;

IT IS HEREBY RESOLVED that the Board adopts the School Staff Training Requirements and directs the School’s Management Company to implement the School Staff Training Requirements. The training requirements outlined paragraph b. of Exhibit A go into effect on April 9, 2025. Before that date, the Board adopted training requirements remain in effect.

IT IS FURTHER RESOLVED that the Board Chair is authorized and directed to execute any and all forms, and/or documents required in connection or by reason of this resolution.

ADOPTION/APPROVAL OF RESOLUTION

Motion to adopt the School Staff Training Requirements (without with) amendment(s),

Motion Herod
 Seconded Hurst.

Board Member Name	AYE	NAY	OTHER <i>(Not Present, Abstain, etc.)</i>
Sean Herod	✓		
Dedra Hurst	✓		
Scott Pullins	✓		
Heather Simonis	✓		
Kelly Dyer, Chair	✓		

Executed and adopted by a vote of the Board on this 11 day of March, 2025.

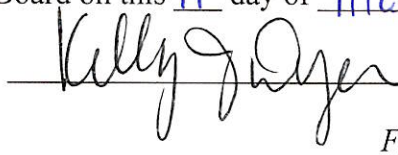

 Kelly Dyer, Chair
 Franklin Learning Academy

Exhibit A - School Staff Training Requirements

- a. School staff shall receive at least four (4) hours of training within two (2) years of commencing employment in the School, and every five (5) years thereafter on the following subjects: child abuse, child sexual abuse, neglect, violence, substance abuse and the promotion of positive youth development, school safety and violence prevention, including human trafficking content, the board's harassment, intimidation, and bullying policy, and dating violence for middle and high school employees.
- b. The training on child sexual abuse is to be presented by either law enforcement officers, prosecutors, or others who have experience in handling cases involving child sexual abuse or child sexual violence.
- c. The School shall have at least one (1) employee at each school building it operates, aside from a school nurse, to be trained on the implementation of seizure action plans every two (2) years. This training must include and be consistent with guidelines and best practices established by a nonprofit organization that supports the welfare of individuals with epilepsy and seizure disorders, such as the Epilepsy Alliance Ohio or Epilepsy Foundation of Ohio or other similar organizations as determined by the Department of Education/Department of Workforce and Development.
- d. All staff (administrator, guidance counselor, teacher, or bus driver) shall complete a minimum of one (1) hour of self-study training or in-person training on seizure disorders not later than October 3, 2025. Any such person employed after that date shall complete the training within ninety days (90) of employment.
- e. School staff shall receive training every two (2) years in youth suicide and prevention programs.

The School shall either adopt training curriculum for the aforementioned subjects developed by the Ohio Department of Education and Workforce ("ODEW") or may develop its own curriculum in consultation with public or private agencies who serve children that have been affected by abuse or neglect.

- f. At least once every four (4) years and within 30 days of the hire date of new employees, staff of the School must complete the Ohio Auditor of State's Fraud Reporting-System required training. The Acknowledgement of Receipt of Ohio Auditor of State's Fraud Reporting-System information sheet must also be completed and kept on file. This training and Acknowledgement of Receipt can be found here: <https://ohioauditor.gov/trainings/fraud.html>

The School shall maintain records of staff attendance of these required fraud trainings.

- g. The School shall comply with the Asbestos Hazard Emergency Response Act (AHERA).

The School shall ensure that there is a designated person who ensures the requirements under 40 CFR § 763.84 are met and that this person receives adequate training to perform their assigned duties. This training shall provide basic knowledge of:

- a. Health effects of asbestos;
- b. Detection, identification, and assessment of asbestos-containing material (ACM);
- c. Options for controlling Asbestos-containing building material (ACBM);
- d. Asbestos management programs; and
- e. Relevant Federal and State regulations concerning asbestos.

All school staff custodial and maintenance workers, or those who conduct any activities that may result in the disturbance of asbestos-containing building material must receive 16 hours of Operations & Maintenance (O&M) training. This training must be comprised of 2 hours of Awareness Training and 14 hours of Special O&M Training.

ORC: 117.103, 3319.073, 3313.7117, 3314.16, 3313.6023, 3701.85, 3701.851, 2305.235; 40 CFR Part 763; 40 CFR 763.84

Revised 2_2025