

CERTIFICATION OF RESOLUTION
STAFF RELIGIOUS AND POLITICAL BELIEFS POLICY

The Governing Authority (the "Board") of Jefferson Classical Academy of Ohio (the "School"), a non-profit corporation organized under the laws of the State of Ohio, hereby resolves as follows:

WHEREAS the Board wishes to comply with Ohio Revised Code 3319.64, as enacted.

IT IS HEREBY RESOLVED that the Board adopts the Staff Religious and Political Beliefs Policy, attached hereto and incorporated herein as restated.

IT IS FURTHER RESOLVED that the Board Chair is authorized to execute any and all forms and/or documents to effectuate the purpose of this resolution and that the policy shall be distributed by the School to all staff.

APPROVAL AND ADOPTION

Motion to adopt the Staff Religious and Political Beliefs Policy (with/without) amendment(s)

Motion by Kish,

Seconded by G. Saffo

Board Member Name	AYE	NAY	OTHER (Abstain, Not Present, etc.)
Amanda Conley			<i>Not Present</i>
Marcia Kish	X		
Gerald Saffo	X		
Debra Saffo, Chair	X		

Duly adopted on this 4 day of March, 2026.

Debra Saffo

Debra Saffo (Mar 4, 2026 23:06:34 EST)

*Debra Saffo, Chair
 Jefferson Classical Academy of Ohio*

Exhibit A

School Staff Training Requirements

Jefferson Classical Academy of Ohio

The School is committed to ensuring its staff are aware of issues many students face, such as abuse, neglect, violence, and bullying. The School provides trainings on a these topics, and more, on a regular basis. Further, as a public entity, the School requires its employees to attend training on how to spot and report fraud, waste, and abuse of public funds.

Article I.

Section 1. In-Service Trainings Required¹:

- a. The School shall provide in-service training to all its staff in the prevention of child abuse, violence, and substance abuse and the promotion of positive youth development. The School shall either adopt training curriculum developed by the Ohio Department of Education and Workforce (“ODEW”) or develop its own curriculum in consultation with public or private agencies involved in child abuse prevention or intervention programs.
- b. The School shall provide in-service training to all its staff in school safety and violence prevention, including human trafficking content. The School shall either adopt training curriculum developed by ODEW or develop its own curriculum in consultation with public or private agencies involved in school safety and violence prevention programs.
- c. The School shall provide training to all its staff on the Board’s training on the board's harassment, intimidation, or bullying policy.
- d. The School shall provide training in the prevention of dating violence for middle and high school employees.
- e. The School shall provide in-service training to all its staff in youth suicide awareness and prevention. The School shall develop its own curriculum in consultation with public or private agencies involved in youth suicide awareness and prevention.
- f. The School shall provide in-service training to all its staff in child sexual abuse. The School shall develop its own curriculum in consultation with public or private agencies involved in child sexual abuse prevention or child sexual violence prevention.
- g. The School shall provide training to all its staff, including coaches, athletic trainers, any other person that supervises interscholastic athletics, in the use of an automated external defibrillator.

Section 2. Timing of In-Service Trainings²:

- a. School staff shall receive at least four (4) hours of in-service training within two (2) years of commencing employment in the School, and every five (5) years thereafter on the following subjects: child abuse, 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; dating violence; and child sexual abuse.
- b. School staff shall receive training every two (2) years in youth suicide awareness and prevention programs.
- c. School shall receive training in the use of an automated external defibrillator every five (5) years.

Article II.

Section 1. Seizure Disorders and Action Plans Trainings³:

- a. 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.
- b. The seizure training program must be at least one (1) hour and shall qualify as a professional development activity for the renewal of educator licenses. 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.
- c. All administrator, guidance counselor, teacher, and bus drivers with the School shall complete a minimum of one (1) hour of self-study training or in-person training on seizure within ninety days (90) of employment.

Section 2. Fraud Reporting-System Training⁴:

- a. School staff must complete the Ohio Auditor of State's Fraud Reporting-System training within thirty (30) days of commencing employment in the School, and every four (4) years thereafter.¹
- b. The School shall maintain records of staff attendance of the Fraud Reporting-System trainings. Further, the Acknowledgement of Receipt of Ohio Auditor of State's Fraud Reporting-System information sheet must also be completed and kept on file.

¹ This training and Acknowledgement of Receipt can be found here: <https://ohioauditor.gov/trainings/fraud.html>.

Section 3. Asbestos Hazard Emergency Response Act Training⁵:

- a. The School must designate a person who ensures the requirements under the the Asbestos Hazard Emergency Response Act, 40 CFR § 763.84, are met and that this designated person receives adequate training to perform their assigned duties.
- b. The designated person must received training that provides basic knowledge of:
 1. Health effects of asbestos;
 2. Detection, identification, and assessment of asbestos-containing material (“ACM”);
 3. Options for controlling Asbestos-containing building material (“ACBM”);
 4. Asbestos management programs; and
 5. Relevant Federal and State regulations concerning asbestos.
- c. All School custodial and maintenance staff who may work in a building that contains ACM must received at least two (2) hours of ABCM awareness training and fourteen (14) hours of Special O&M Training. New custodial and maintenance employees shall be trained within sixty (60) days after commencement of employment.
- d. All School custodial and maintenance staff who conduct any activities that may result in the disturbance of ABCM, must receive sixteen (16) hours of Operations & Maintenance (“O&M”) training. This training must be comprised of two (2) hours of ABCM awareness training and fourteen (14) hours of Special O&M Training.

¹ ORC §§ 3313.6023; 3319.073.

² ORC §§ 3313.6023; 3319.073.

³ ORC § 3313.7117(G)-(H).

⁴ ORC § 117.103.

⁵ 40 CFR § 763.84; 40 CFR § 763.92.