



## Trainings Required by State & Federal Law

Subject	Statute/Regulation	Summary	TSBA Policy Number
Acquired Immune Deficiency Syndrome (AIDS)	29 CFR § 1910.1030; State Board of Education Policy 5.300	To prevent and manage exposure in the workplace, all district employees shall receive in-service training and education annually regarding HIV/AIDS.	5.401
Adrenal Insufficiency	TCA 49-50-1603; TRR/MS 0520-01-13; State Board of Education Policy 4.205	The school district shall train school personnel who will be responsible for administering the medication for the treatment of adrenal insufficiency as well as any individuals who volunteer to administer the medication.	6.405
Alternative Education	TRR/MS 0520-01-02-.09	The Director of Schools shall ensure that all alternative school teachers and other employees receive training on the use of the two-way communication system.	6.319
Asbestos Management	40 CFR § 763.92	All members of the custodial staff who may work in a building with asbestos-containing building materials shall have awareness training. All new custodial staff shall be trained within sixty (60) days of hire.	3.208
Automated External Defibrillator (AED)	TCA 49-2-122; TCA 68-140-404	School personnel are required to take AED training annually that teaches the use of AEDs, informs school personnel the location of AEDs, informs school personnel of a response plan, and identifies members of the response team.	3.202



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Subject	Statute/Regulation	Summary	TSBA Policy Number
Background Investigations	TCA 49-5-413	All persons directly associated with the accessing, maintaining, processing, dissemination, or destruction of CHRI (Criminal History Record Information) shall sign an awareness statement, indicating that they have been specially trained on the subject. The training shall provide those with access to CHRI with a working knowledge of federal and state laws governing the security and processing of criminal history information. The Director of Schools shall ensure that authorized personnel receive training within sixty (60) days of employment or job assignment and every three (3) years after.	5.118
Blood-borne Pathogens	29 CFR § 1910.1030; TRR/MS 0520-01-13-.03; State Board of Education Policy 5.300;	On an annual basis, the school district shall provide infection control training, including blood-borne pathogens and universal precautions training to all employees. School nursing staff and any other school personnel, including transportation personnel, who perform or assist with health care procedures which may involve blood-borne pathogens shall receive annual training on blood-borne pathogens.	5.401 5.402 6.404
Concussions	TCA 68-55-502	The Director of Schools shall ensure that each school's athletic director and coaches, employed or volunteer, annually complete the <a href="#"><i>Concussion in Sports – What You Need to Know</i></a> online course.	6.413



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Subject	Statute/Regulation	Summary	TSBA Policy Number
Coordinated School Health (CSH)	TCA 49-1-1002; State Board of Education Policy 4.204	The school district shall conduct professional development training for school officials and other school leadership responsible for implementing the CSH program. The district shall also provide annual professional development related to the components of the CSH program.	6.411
Credit Recovery	State Board of Education Policy 2.103	The Director of Schools shall ensure that credit recovery facilitators receive training regarding course organization, online instruction management, and related technology.	4.210
Diabetes	TCA 49-50-1602	School nurses shall be educated in diabetes care and have knowledge of Tennessee Department of Health guidelines. School personnel, who volunteer under no duress to assist with the care of students with diabetes, shall receive training from a school registered nurse who may use certified diabetes educators and licensed nutritionists to assist with the training. Training shall be renewed on an annual basis, and competency shall be noted in the personnel file.	6.4051
Drug-Free Schools	TCA 55-10-701 <i>et seq.</i> ; 20 USCA § 7116	The Director of Schools shall provide adequate information and training for staff personnel as appropriate to their responsibilities.	6.307



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Subject	Statute/Regulation	Summary	TSBA Policy Number
Emergency Allergy Response Plan	TCA 49-50-1602(f)	The Director of Schools shall develop and maintain an emergency allergy response plan that includes education and training of personnel on the management of life-threatening allergies.	6.412
English as a Second Language (ESL) Programs	TRR/MS 0520-01-19-.03	The school district shall ensure that all teachers who provide ESL services are annually trained on delivering ESL instruction. This training shall include, but not limited to: (a) Tennessee English language development standards; (b) Appropriate ESL instructional methods to use with grade-level academic content standards in English language arts, mathematics, science, and social studies; (c) English language acquisition training for general education teachers to understand the process of acquiring a second or subsequent language; and (d) Strategies for collaboration between teachers serving English Learner students so that individual learning plans are developed and implemented by all educators.	4.207
Ethics	TCA 49-5-1007	School districts shall conduct annual professional development training concerning the teacher code of ethics and its requirements.	
Evaluators	TRR/MS 0520-02-01-.16	Any individual conducting a teacher evaluation and/or observation shall complete a certification process that is conducted by a trainer certified by the Department of Education.	



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Subject	Statute/Regulation	Summary	TSBA Policy Number
Glucagon	TCA 49-50-1602; State Board of Education Policy 4.205	School personnel, who volunteer under no duress to administer glucagon, shall receive training pursuant to the guidelines from a school registered nurse. Training shall be renewed on an annual basis, and competency shall be noted in the personnel file.	6.4051
Harassment, Intimidation, Discrimination, Cyber-bullying, Intimidation, and Bullying	TCA 49-6-4503; 20 USCA § 1232g	The school district shall annually provide training to teachers and counselors regarding the Board’s policy prohibiting harassment, intimidation, bullying, and cyber-bullying and appropriate procedures relative to implementation of the policy. The principal/designee is responsible for educating and training respective staff and students as to the definition and recognition of discrimination/harassment.	6.304
Hazing	TCA 49-2-120	During the first month of each new school year, the Director of Schools shall ensure to discuss the Board’s hazing policy and its ramifications as a criminal offense and the penalties that may be imposed by the school district.	6.304 4.301
Human Trafficking	TCA 49-6-3004(c)(1)	Each teacher shall, once every three (3) years, receive in-service training on the detection, intervention, prevention, and treatment of human trafficking in which the victim is a child.	



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Subject	Statute/Regulation	Summary	TSBA Policy Number
Interscholastic Athletics	Public Acts of 2021, Chapter No. 272	Coaches, whether employed or a volunteer, shall receive training in cardiopulmonary resuscitation (CPR) and in the use of automated external defibrillators (AEDs). Additionally, all coaches who oversee or participate in outdoor training, practice, or competition shall annually complete a heat illness prevention course approved by the Department of Health as well as receive training on activity modifications based on environmental conditions. (effective beginning the 2022-2023 school year)	4.301
Isolation and Restraint of Special Education Students	TRR/MS 0520-01-09-.23	The Director of Schools shall implement training programs that include: (a) use of positive behavioral interventions and supports; (b) nonviolent crisis prevention and de-escalation; (c) safe administration of isolation and restraint; and (d) documentation and reporting requirements. The Director of School shall ensure the completion of the training requirements.	6.500
Juvenile Offenders	TCA 49-6-3004	Teachers and principals in grades seven through twelve (7-12) shall receive in-service training regarding the Juvenile Offender Act.	
Medicines	TCA 49-50-1602	Training of school personnel providing assistance with self-administration of medications shall be done by a registered nurse employed or contracted by the district and be repeated annually. Competencies shall be documented in the employee personnel file.	6.405



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Subject	Statute/Regulation	Summary	TSBA Policy Number
Opioid Antagonist	State Board of Education Policy 4.205; TCA 49-50-1604	If an opioid antagonist is maintained within the school district, school nurses and other school personnel expected to provide emergency care to students shall be trained according to Tennessee Department of Health guidelines.	6.4052
Reporting Child Abuse	TCA 37-1-408; TCA 49-6-1601	The Director of Schools shall require that the Child Abuse Coordinator and the Alternate receive appropriate training. Additionally, all school officials and other school personnel shall receive child abuse training annually. The training will cover common signs of child abuse, child sexual abuse, and human trafficking in which the victim is a child; how to identify children at risk of abuse, sexual abuse, or human trafficking; maintenance of professional and appropriate relationships with students; and the requirements for reporting suspected child abuse and sexual misconduct.	6.409
Seizures	TCA 49-50-1602; TRR/MS 0520-01-13-.03	School personnel who volunteer under no duress or pressure to administer anti-seizure medications, including diazepam gel, to a student in an emergency situation shall receive training by a registered nurse in the recognition of seizure activity and the administration of anti-seizure medication in the school setting. All volunteers trained to administer anti-seizure medications shall also be trained in cardiopulmonary resuscitation (CPR).	6.4051



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Subject	Statute/Regulation	Summary	TSBA Policy Number
School Resource Officer (SRO)	TCA 49-6-4217	SROs shall complete forty (40) hours of training their first year. Every year following, they shall complete sixteen (16) hours of training annually.	3.205
School Safety	TRR/MS 0520-01-02-.30	If a school utilizes a two-way communication system, teachers and other personnel shall receive training on how to use the system.	
School Security Act	TCA 49-6-4212	The school district and the local law enforcement agency shall establish and maintain an orientation and training program designed to familiarize school principals with school searches.	6.303
School Transportation Management	TCA 49-6-2116	The Transportation Supervisor shall complete a student transportation management training program upon being appointed and shall, thereafter, complete a minimum of four (4) hours of annual training.	3.400
Standards for School Nutrition Program Employees	42 USCA § 1776(g)	School districts shall maintain minimum hiring standards, required education, training, and certification as established by the USDA for school nutrition employees who manage and operate the National School Lunch and School Breakfast Programs. The standards include training requirements for current and new school nutrition program employees in addition to the hiring standards for new employees.	





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Subject	Statute/Regulation	Summary	TSBA Policy Number
Student Drug Testing	TCA 49-6-4213	The school district shall provide in-service training for principals and teachers to identify the signs and symptoms of drug abuse.	6.3071
Sudden Cardiac Arrest	TCA 68-6-101 <i>et seq.</i>	Coaches and school athletic directors, employed or volunteer, shall annually complete the National Federation of State High School Association’s <a href="#"><i>Elective Course – Sudden Cardiac Arrest</i></a> online course.	6.414
Suicide Prevention	TCA 49-6-1901 <i>et seq.</i> ; TCA 49-6-3004	Each school year, district employees shall attend in-service training on suicide prevention. The training shall include, but not be limited to, identification of risk factors, warning signs, intervention and response procedures, referrals, and postvention.	6.415
Threat Assessment Team	TCA 49-6-2701	If a school district maintains a threat assessment team, the team shall obtain training from local law enforcement or mental health service providers on how to assess individuals exhibiting threatening or disruptive behavior and develop interventions for individuals exhibiting such behavior.	3.204



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Subject	Statute/Regulation	Summary	TSBA Policy Number
Title IX & Sexual Harassment	34 CFR § 106.45	The Title IX Coordinator, investigators, and decision-makers shall receive training on the definition of sexual harassment, the scope of the district's education program or activity, how to conduct an investigation and grievance process, and how to serve impartially. Decision-makers shall receive training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant. Investigators shall also receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence. While not required by federal law, board policy may require all employees to receive training on Title IX and sexual harassment.	6.3041
Transportation of Special Education Students	TRR/MS 0520-01-09-.05(3)	Operators and attendants of vehicles providing transportation for special education students shall be given special training regarding the needs and special requirements of children with disabilities, except when parents are transporting children with disabilities.	

**DISCLAIMER:** *TSBA provides legal information as a general service to TSBA members. TSBA provides this listing for informational purposes only. TSBA makes no representation that this listing contains every required training that a school district must have to comply with federal and state law. This listing should not be used as a substitute for legal advice. School districts are encouraged to seek legal advice from a school attorney in order to determine all required trainings needed as board policy or local procedures may require additional trainings.*

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