**Employee Safety Training Guide for School Districts**

The Department of Labor & Industries (WISHA/DOSH) has regulatory oversight for the safety and health of employees.  Districts have a duty to provide a safe work environment and to provide adequate training and protection for employees in the course of their work.  Some of the essential areas that districts need to provide safety training (where applicable) include:

\*Disclaimer: information sourced from the Puget Sound Region ESD

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| **Subject** | **Training For** | **Required By** | **Frequency** |
| Accident Prevention Program/Safety Orientation for New Employees | All Employees | WAC 296-800-14005 | Initial |
| Arc Welding & Cutting | Affected employees/teachers | WAC 296-24-68507 WAC 296-307-48001 | Initial Exposure |
| Asbestos Awareness | Maintenance/Custodial | WAC 296-62-07722 | Initial/Annual |
| Asbestos Removal & Encapsulation | Asbestos Workers | WAC 296-65 | Initial/Annual |
| Blood borne Pathogens | Employees exposed to bodily fluids | WAC 296-823 | Initial/Annual |
| Chemical Hazard Communication/Worker Right to Understand | All new employees | WAC 296-800-17030 & WAC 296-90-14016 | Initial assignment & change in hazards |
| CPR |  | WAC 296-800-150 | Every 2 years |
| Confined Space Entry | Maintenance & Facilities Workers | WAC 296-809 | Initial/Change in assignment |
| Electrical Safety | Maintenance & Facilities Workers | WAC 296-45-065  WAC 296-803  WAC 296-24-970 | Prior to exposure |
| Elevating Work Platforms -Powered Platforms | Employees using powered platform & lift equipment | WAC 296-155-487 to 489 | Initial/Annual |
| Emergency Action Plan (Fire) | All Employees new to site | WAC 296-24-567 | Initial/New site |
| Emergency Response  (Chemical) | All employees | WAC 296-824-300 | Initial/Annual |
| Ergonomics |  | 296-62-051(Repealed 2003) | As Required |
| Fall Restraint & Fall Arrest | All employees working where there is a fall hazard of 10 feet or more | WAC 296-155-245 | Initial/Change in hazard or equipment |
| Fire Extinguisher | All employees expected to use extinguishers | WAC 296-800-30025 | Initial/Annual |
| Fire Prevention | All employees | WAC 296-24-567 | Initial/Change in hazard |
| First Aid |  | WAC 296-800-15005 | Initial & Every 2 years |
| Food Service Worker Safety & Hygiene | Food service workers | Health Department | Initial/3 years |
| Flagger Training | All employees assigned to flagging requirements | 296-155-305-7 | Initial/3 Year Refresher |
| Forging Equipment | All employees using forging equipment | 296-806-430 | Initial |
| Fire sprinkler safety | Custodians / maintenance | NFPA 25 | Annual/(Under Development as rules are changing) |
| Grounds/Maintenance | Trenching | WAC 296-155-655 | Prior to Exposure |
| Grounds/Maintenance (pesticide applicator) / School Greenhouses | Pesticide applicators | WAC 296-307-12040 & WAC 296-307-550 | Prior to Exposure |
| Hazardous Chemicals in the Laboratory | Teachers and assistants working in chemistry or biology laboratories | WAC 296-800-17030 & WAC 296-828 | Initial assignment & change in hazards |
| Hazardous Energy (Lockout / Tag out) | All employees who work on or maintain equipment | WAC 296-802-600 & WAC 296-803-20005 | Initial assignment/new equipment |
| Hearing Conservation | Employees exposed to noise over an 8-hour time-weighted average of 85 dBA | WAC 296-817-20020 | At first exposure/annual |
| Ladders & Stairways | All employees using ladders or special access stairways | WAC 296-876 & WAC 296-155-48060 | Initial/As needed |
| Laundry Operations | For district laundry operations | WAC 296-303 | Initial/As needed |
| Lead Awareness | All affected employees working with lead containing materials | WAC 296-62-07521 & WAC 296-155-176 | Initial assignment |
| Lead Worker | Employees who may be exposed to or above the action level during their work, e.g. painters | WAC 296-62-07521 & WAC 296-155-176 | Initial/Annual |
| Logging | All employees cutting trees | 296-54-515 | Initial |
| LPG | All employees using or filling LPG | 296-24-475 | Adequate |
| Outdoor Heat Exposure | Coaches, Grounds Crews and other employees required to work in heat. | WAC 296-296-62-09560 | Initial & Annually |
| Overhead rigging and cranes | Theater staff and coaches with overhead cranes for wrestling mats. | WAC 296-24-23529 | Initial & Annually |
| Personal Protective Equipment (PPE) | Employees required to wear PPE (gloves, eye/face, head, foot, hearing, etc.) after hazard assessment | WAC 296-800-16025 | Initial/Change in PPE |
| Portable Hand Tools | Affected employees/teachers | WAC 296-155 – Part G WAC 807 | Initial Exposure |
| Powder Operated Tools | Any employee who operates powder actuated tools | WAC 296-807-15005 | Prior to use |
| Power Lawnmowers | Lawnmower operators | WAC 296-807-16015 | Initial |
| Power Tools Using Compressed Air | Persons using compressed air tools | WAC 296-807-140 | Initial |
| Machine Safety | All employees using power machines, tools example: table saw, lathe, sander, press | 296-806 | Initial/Annual |
| Powered Industrial Trucks (Forklifts) | All operators | WAC 296-863-400 | Initial/Every 3 years/Change in equipment |
| Respiratory Protection | Employees required to use respirators to perform work | WAC 296-842-160 | Initial/Annual |
| Rim Wheel Service | All employees changing tires | 296-24-21705 & 296-307-52029 | Initial |
| Roll Over Protection | All employees using tractors/PIT’s | 296-307-08018 | Initial/Annual |
| Scaffolds | Employees installing, positioning or working on scaffolds | WAC 296-874 | Initial Assignment |
| Telecommunications | Employees working with any communication equipment | 296-32-230 | Initial |
| Window Cleaning | All employees using window-cleaning equipment | WAC 296-878-110 | Initial Assignment |