

## Training Matrix for School District Food Service Employees

### Fidelity Safety & Training LLC

Subject (A-Z)	Applies to (Job Types)	Legal Reference	Training Frequency	Length	Resources
ADA	All	Title 1 Employment Title 2 Accessibility	Initial Hire	Discretionary	<a href="#">USDOJ</a> , District Admin
Accident Investigation	Supervisors	Risk Management Practices, CLC 6314.5, Title 8-3203	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Accident Prevention Signs and Tags	Impacted Employees	Title 8-3341	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Antimicrobial Pesticides	All	Title 8-3203, 5194	Prior to Use	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Back Injury Prevention / Lifting	All	Risk Management Practices, Title 8-3203, 5110	Employees who Lift	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
CA Posting Requirements	All	Title 8-340	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Carcinogens as Listed	All	Title 8-5209	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Child Abuse Awareness	All	Penal Code 11166	Initial Hire	Discretionary	District Admin, Competent Person
Civil Rights/Complaints	All	Title VI, 45 CFR Part 80	Initial Hire/Annually	Discretionary	District Admin, Competent Person
Compaction Equipment	Food Service/Warehouse/Custodial	Title 8-4355	Prior to Use	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Disaster Management	All	Ed. Codes 35295, 35297, SEMS, Title 8-3220	Several Times Per Year	Discretionary	District Admin, Competent Person, <a href="#">OES</a> , Local Ops. Area,
Employment Practices	All	CA Civil Code 51.7	Initial Hire, Follow District Policy	Discretionary	District Admin, Competent Person, Bargaining Units
Ergonomics	All	Title 8-5110	When Standard is Triggered	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Fire & Life Safety	All	Title 8-3220 & 3221 Title 19-State Fire Code	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person, Local FD
Fire Extinguishers	Designated Users	Title 8-6151	Initial Hire & Annually for Designated Users	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person, Local FD
Fire Prevention Plan	All	Title 8-3221	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Fire System Fixed Extinguishing Systems	All	Title 8-6175	Initial Hire / Annually	Discretionary	Service Company, District Admin, Competent Person
Food Safety Manager Certification	Kitchen manager or equivalent at each kitchen	AB 1978, SB 144, HSC 113947.1 – 113947.6	Every 5 Years	Pass Exam	<a href="#">FS&amp;T</a>
Forklifts	Food Service/Warehouse	Title 8-3664, 3657, 3664, 3668	Prior to Use & Every 3 Years	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person, Supplier
Hazard Communication/ Right to Know	Potentially all employees, employees using or exposes to chemicals in the workplace	Title 8-5194	Initial Hire & Annually	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
HACCP	Kitchen Staff	Section 111 Public Law 108-265	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person

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Housekeeping	Potentially All Employees	Title 8-3203, 3362, 3364, 3321, 5551, 5552	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Injury & Illness Prevention Program (IIPP) Workplace Injury & Illness Prevention	All	Title 8-3203	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person, Supervisor
Indoor Air Quality	All	Title 8-5142	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Job Hazard(s)	All	Title 8-3203	Before Job Assignment, New Hazards	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person, Supervisors
Kitchen Safety	All	Risk Management Practices, Title 8-3203	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Ladders	All employees using fixed industrial or portable ladders	Title 8-1675,3276	Prior to Use / As Needed	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
New Employee Safety Orientation	All Employees	Title 8-3203	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person, Supervisor
Office Safety	Office Staff	Risk Management Practices, Title 8-3203, NFPA 101	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Personal Protective Equipment	All	Title 8-3380 - 3387	Prior to Use	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person, Supplier
Sexual Harassment Prevention	All	Title VII, IX, FEHA CC 51.9, Ed C.40, 200, 212.5, 220, 260, 35293	Initial Hire, Follow District Policy	Discretionary	Board Policy, Annual Notification, District Admin, Competent Person
Sexual Harassment Prevention for Supervisors	Supervisors	CA Assembly Bill 1825	Initial Hire / Every 2 Yrs	2 hours	Board Policy, District Admin, Competent Person
Slips, Trips and Fall Prevention	All	Risk Management Practices, Title 8-3203	As Needed	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Stress Management	All	Risk Management Practices	As Needed	Discretionary	District Admin, Competent Person
Student (Minors) Workplace Safety	Food Service/Student Workers	Title 8-3203, CLC 1290-1298	Initial Hire / As Needed	Discretionary	District Admin, Competent Person
Supervising for Safety	All	Risk Management Practices, Title 8-3203	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Tobacco Free Workplace	All	CA Gov't Code 8350-8356	Initial Hire	Discretionary	Board Policy
Uniform Complaint Procedures	All	District Policies	Initial Hire, Follow District Policy	Discretionary	Board Policies
Vehicle Use	All employees that operate vehicles on district business	Title 8-3319, Vehicle Codes, District Policies	Prior to Use / As Needed	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person, District Policy
Warehouse Safety	Warehouse Staff	Risk Management Practices, Title 8-3203	Initial Hire	Discretionary	<a href="#">FS&amp;T</a> , District Admin, Competent Person
Workers' Compensation	All	L.C. 3200-5900, P.C. 65.2 Ed.C. 44043, 45192	Initial Hire	Discretionary	District Admin, Workers' Comp Administrator, Bargaining Units

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Workplace Violence	All	Title 8-3203, Ed. Code Article 10.3 for K-12	Initial Hire / As Needed	Discretionary	District Admin, Competent Person

A **qualified person** is a person **designated** by the employer; and by reason of **training**, experience, or instruction has demonstrated the ability to perform safely all assigned duties; &, when required is properly licensed in accordance with federal, state, or local laws and regulations.

A **competent person** is a person who is **capable** of identifying existing and predictable hazards in the surroundings or working conditions that are unsanitary, hazardous, or dangerous to employees. The competent person has the **authority** to impose prompt corrective measures to eliminate these hazards.

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