

# Three Rivers School District

8550 New Hope Rd • PO Box 160 • Murphy, OR 97533

**Policy: IICC**  
Adopted: 2/17/15

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## VOLUNTEERS

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~~Citizens~~ Community patrons who voluntarily contribute their time and talents to the improvement and enrichment of the public schools' instructional and other programs are valuable assets. The Board encourages constructive participation of groups and individuals in the school to perform appropriate tasks during and after school hours under the direction and supervision of district personnel.

A volunteer allowed to have direct, unsupervised contact with students, in a position identified by the district as requiring a fingerprint-based criminal records check, shall undergo a state and national criminal records check based on fingerprints. (See Board policy GCDA/GDDA – *Criminal Records Checks and Fingerprinting* and its accompanying administrative regulation.) A volunteer that will not likely have direct, unsupervised contact with students will be required to undergo a criminal records check.

A volunteer who knowingly makes a false statement, as determined by the district, on a district volunteer application form will be denied the ability to volunteer in the district. Appeals can be made to the Human Resources Director.

Any electronic communications with students by a volunteer for the district will be appropriate and only when directed by district administration. When communicating with students electronically regarding school-related matters, volunteers shall use district e-mail using mailing lists and/or other internet messaging to a group of students rather than individual students or as directed by district administration. Texting or electronically communicating with a student through contact information gained as a volunteer for the district is prohibited.

Nonexempt employees<sup>2</sup> may be permitted to volunteer to perform services for the district provided the volunteer activities do not involve the same or similar type of services<sup>3</sup> as the employee's regularly assigned duties. In the event a nonexempt employee volunteers to perform service for the district that are the same or similar as the employee's regularly assigned duties, the Board recognizes that under the Fair Labor Standards Act (FLSA), overtime or compensatory time must be provided.<sup>4</sup>

~~Each school~~ The administration is responsible for the recruitment, use, coordination and training of volunteers. These assignments will be carried out as directed or delegated by the ~~principal and/or designee~~ Director of Human Resources. Every effort should be made to use volunteer resources in a manner which will ensure maximum contribution to the ~~safety~~, welfare and educational growth of students.

Each volunteer will complete a ~~the~~ Volunteer Application ~~form~~ process and a criminal history background check.

Violation of confidentiality or privacy rights of another individual is strictly prohibited.

END OF POLICY

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### Legal References:

[ORS Chapter 243](#)  
[ORS 326.607](#)  
[ORS 332.107](#)  
[ORS 339.372](#)  
[OAR 839-020-0005](#)

[OAR 581-021-0510](#) – 021-0512

Senate Bill 155 (2019)

~~Equal Access Act, P.L. 98-377, Title III, U.S.C. Title 20, Sections 4071-4074, 98 Stat. 1302.~~  
~~Westside Community Board of Education v. Mergens, 496 U.S. 226, 110 S. Ct. 2356 (1990).~~  
Fair Labor Standards Act of 1938, as amended, 29 U.S.C. Sections 206 and 207 (2017)

### **Cross Reference(s):**

Policy GCDA/GDDA – *Criminal Records Checks/Fingerprinting*

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<sup>2</sup>There are three types of FLSA exemptions: those for executive, administrative, and professional employees. Generally employees who are exempt under the executive, administrative, or professional exceptions must primarily perform executive, administrative, or professional duties at least 50 percent of the employee's time.

<sup>3</sup>Instructional assistant duties are generally viewed to be the same type of service, supervising and instructing students, as coaching.

<sup>4</sup>Districts should review with legal counsel the use of non-exempt employees in extracurricular activity positions such as coaching, and ~~advisors for cheerleading~~ ~~advisors~~ and other district-sponsored activities with legal counsel for FLSA district impact.