

**Volunteer Assistance**

The District recognizes the valuable contribution made to the total school program through the volunteer assistance of parents and other citizens. In working with volunteers, District staff shall clearly explain the volunteer's responsibility in school, on the playground, and on field trips. On field trips, both students and volunteers are to be informed of the rules of student behavior and the means by which they are to be held accountable to those rules.

**Definition of Volunteer**

Volunteers are persons who assist in school or District programs. Volunteers are encouraged to use their time and effort to support school and District programs.

A volunteer shall be an individual who:

1. Has not entered into an express or implied compensation agreement with the District;
2. Is excluded from the definition of "employee" under appropriate state and federal statutes;
3. May be paid expenses, reasonable benefits, and/or nominal fees in some situations; and
4. Is not employed by the District in the same or similar capacity for which he or she is volunteering.

Volunteers who have unsupervised access to children are subject to the District's policy mandating background checks.

The Superintendent or designee shall be responsible for developing and implementing procedures for the utilization of volunteers. The procedures will facilitate effective communication with persons who volunteer. [The selection and use of volunteers will be consistent with the procedure outlined in 4600P.](#)

The final decision to accept or reject a volunteer applicant rests exclusively with the principal and/or volunteer coordinator.

[Cross Reference: 3085 Sexual Harassment, Discrimination and Retaliation Policy](#)  
[3085P Title IX Sexual Harassment Grievance Procedure, Requirements and Definitions](#)

[Legal References: 29 U.S.C. § 201, et seq. The Fair Labor Standards Act of 1985](#)  
[I.C. § 33-130 Criminal History Checks for School District Employees or Applicants for Certificates or Individuals Having Contact with Students](#)

**Policy History:**

Adopted on: 03-14-16

Revised on: