

Policy 4140  
Amended  
January 11, 2023  
First Reading  
December 10, 2025  
Second Reading  
January 14, 2026

## POLICY 4140

### School Volunteers/Resource Persons

- A. The Board of Education recognizes the benefit of utilizing community resources and developing volunteer programs to support instruction and extracurricular activities. The purpose of volunteer programs will be to:
  - 1. Assist District employees in providing more individualized intervention or enrichment activities.
  - 2. Build an understanding of school programs among interested citizens, thus stimulating widespread involvement in the educational process.
  - 3. Strengthen school/community relations through participation.
- B. A volunteer is a person who works on an occasional or regular basis at school sites or other educational facilities to support the efforts of professional personnel. Such adult volunteer workers will serve in that capacity without compensation or employee benefits of any type.
- C. A resource person is an individual from the community with specific talents, skills, or knowledge who is invited to make a presentation to students.
- D. Volunteers and resource persons will work with students under the immediate supervision and direction of a certificated District employee.
- E. Volunteers and resource persons are expected to comply with all rules and regulations set forth by the District.
- F. The District shall, for a volunteer who will be given unsupervised access to a student in connection with the volunteer's assignment, collect personal identifying information including: current name, former names, nicknames and aliases, date of birth, address, telephone number, driver license number or other government issued identification number, social security number and fingerprints and submit that personal identifying information to the Bureau of Criminal Identification within the Department of Public Safety. The District may not require the volunteer to pay a fee.
- G. Building administrators may restrict, for reasonable cause, volunteers or resources persons from being on District campuses. Building administrators may also require a criminal background check (the same as an employee) be completed for any volunteer

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or resource person. Refusal to complete a criminal background check is cause to restrict a volunteer or resource person access to our campuses.

#### H. Immunity from Liability

1. Volunteers who are properly recognized by the school or by the District and who are performing an approved service as assigned by the school or District are considered an employee of the District for purposes of:
  - a. receiving worker's compensation medical benefits, which shall be the exclusive remedy for all injuries and occupational diseases as provided under the Worker's Compensation Act;
  - b. the operation of motor vehicles or equipment if the volunteer is properly licensed and authorized to do so;
  - c. liability protection and indemnification normally afforded paid employees of the District.