

<b>PURPOSE</b>	The purpose of the District Volunteer Program is to assist campuses and provide a service to the teachers and to the students.
<b>QUALIFICATIONS</b>	Adults, 18 years of age and older, may serve as volunteers. Since volunteer qualifications vary with the needs of individual schools, the Superintendent shall establish guidelines to ensure volunteers are placed in areas they can serve best.
<b>AUTHORITY</b>	A volunteer in the school shall work directly under the supervision of the principal or campus coordinator designated by the principal of a school to which the volunteer is assigned.
<b>APPLICATION</b>	Every prospective volunteer must submit a completed volunteer application, provide valid photo identification issued by a government agency, and consent to a background check conducted by the District or its authorized provider.
<b>CRIMINAL HISTORY</b>	<p>All individuals who wish to serve as volunteers in the District must undergo a criminal history background check before participating in any volunteer activities. This requirement applies to all volunteers, including those who would otherwise be exempt under state law, such as parents, guardians, or grandparents of enrolled students; individuals who will be accompanied at all times by a District employee; and those volunteering for a single event.</p> <p>The criminal history background check shall remain effective for the school year during which the application is made and must be renewed annually.</p> <p>A volunteer who refuses the District's request for a criminal history background check shall be prohibited from volunteering in any capacity.</p> <p>No person shall be allowed to perform any volunteer work on District premises without prior approval.</p>
<b>INDIVIDUALIZED ASSESSMENT</b>	<p>The District shall deny approval to an applicant whose criminal history indicates that the person poses a threat to students or employees. Consistent with business necessity, the District shall also deny approval to an applicant whose criminal history is otherwise inconsistent with the duties of the position for which the person is being considered.</p> <p>The District shall perform an individualized assessment of criminal history record information when determining a person's eligibility for the District's Volunteer Program. The District shall take into account a variety of factors, including the following:</p>

1. The nature of the offense;
2. The age of the person when the crime was committed;
3. The date of the offense and how much time has elapsed;
4. The adjudication of the offense (e.g., whether the person was found guilty by a trier of fact, pled guilty, entered a no contest plea, or received deferred adjudication);
5. The nature and responsibilities of the volunteer position sought;
6. The accuracy of the person's disclosure of his or her criminal history during the selection process;
7. The effect or potential effect of the conduct on the overall educational environment; and
8. Any further information provided by the person concerning his or her criminal history record.

The fact that an applicant has been arrested does not, by itself, establish that criminal conduct occurred, and the District will not disqualify a volunteer applicant based solely on an arrest. However, the District may consider the conduct underlying an arrest when making a decision about a volunteer application if that conduct indicates the individual may be unfit to serve in a volunteer capacity.