

Definition of a Volunteer

Volunteers are people who assist in school or District programs and are individuals who:

- Have not entered into an express or implied compensation agreement with the District;
- Are excluded from the definition of “employee” under appropriate state and federal statutes; and
- Are not employed by the District in the same or similar capacity for which he/she is volunteering.

Volunteer Assistance

The Superintendent shall be responsible for developing and implementing procedures for utilizing volunteers. The procedures will facilitate effective communication with persons who volunteer. The final decision to accept or reject a volunteer applicant rests exclusively with the Superintendent.

Cross Reference	4600A	Volunteer Assistance Application
	4600P	Volunteer Assistance Procedures

Policy History:

Adopted on: August 13, 2007

Revised on:

Prior Policy: VII(CC) – Background Checks/Fingerprinting

COMMUNITY RELATIONS

4600

Definition of a Volunteer

Volunteers are people who assist in school or District programs **and are individuals who:** ~~They are encouraged to use their time and effort to support these programs:~~

~~A volunteer shall be an individual who:~~

- Have not entered into an express or implied compensation agreement with the District;
- Are excluded from the definition of “employee” under appropriate state and federal statutes;
- ~~May be paid expenses, reasonable benefits, and/or nominal fees in some situations;~~ and
- Are not employed by the District in the same or similar capacity for which he/she is volunteering.

Volunteer Assistance

~~The district recognizes the valuable contribution to the total school program made by parents and other citizens through volunteer assistance. When working with volunteers, district staff shall clearly explain the volunteers' responsibilities 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 how they are to be held accountable to those rules.~~

~~Volunteers with 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 utilizing volunteers. The procedures will facilitate effective communication with persons who volunteer. The final decision to accept or reject a volunteer applicant rests exclusively with the **Superintendent** ~~principal and/or volunteer coordinator.~~

~~Section 3(e) of the Fair Labor Standards Act, 29 U.S.C. § 203(e)(4)(A), provides that individuals performing volunteer services for units of state and local governments will not be regarded as “employees” under the statute if several criteria are met:~~

- ~~1. The employee must perform the voluntary service without promise, expectation, or receipt of compensation for services rendered;~~
- ~~2. Individuals will be considered volunteers only where their services are offered~~

freely and without pressure, direct or implied, from any employer; and
~~3. The individual may not be employed by the same school district to perform the same type of services as those for which the individual proposes to volunteer.~~

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