

Code: **IICC**  
Adopted: June 12, 2008  
Revised: October 13, 2011

## **Volunteers**

Citizens 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 professional personnel.

Persons authorized by the district for volunteer service into a position of working with students or on school property on a regular basis will be required to undergo a criminal background records check, ie: LCSO finger print card. The principal/superintendent will determine the frequency of the service that warrants a background check. All volunteers must sign a volunteer agreement.

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 site administrator. Every effort should be made to use volunteer resources in a manner which will ensure maximum contribution to the welfare and educational growth of students.

**END OF POLICY**

---

Legal Reference(s):

Fair Labor Standards Act of 1938, as amended, 29 U.S.C. Sections 206 and 207.

Code: **IICC-AR**  
Adopted: June 12, 2008

## **Volunteers**

The district supports the utilization of community volunteers to augment and supplement the districts regular instructional program. Volunteers may be selected subject to the following process.

### **Recruitment**

Finding a volunteer who is suitable to the required task is essential. A positive and proactive recruiting program may involve, but not be limited to:

1. Retired staff;
2. Parents;
3. Site council members;
4. Booster club;
5. Parent-Teacher Association;
6. Advisory committees;
7. Local businesses, corporations, civic clubs and churches.

### **Qualifications**

Volunteers will demonstrate the following personal attributes:

1. A sense of responsibility;
2. Enthusiasm;
3. Good listening skills;
4. Skills commensurate with a specific district need;
5. Ability to follow directions;
6. An understanding of confidentiality requirements.

### **Screening Training**

The amount and type of training the volunteer receives will depend upon his/her past experience, the particular needs of the volunteer and the amount of skill required to do the job. At a minimum training should include:

1. Orientation on the specific skills needed to do the job;
2. Short-term activities, training that will be ongoing and will be provided as needed;
3. Long-term activities, training for activities that occur on a daily basis;
4. Confidentiality requirements;
5. Board policies, administrative regulations, school Regulations and routines;
6. The role of the volunteer;
7. Volunteers will be informed of the district's supervisory structure for the volunteer program.

### **Screening**

The process of determining the suitability of a volunteer will include the following:

- 1\* A criminal records check/finger printing
- 2\* Completion of an interview designed to match skills with needs;
- 3\* Approved by site administrator.

### **Nonexempt Employee Volunteers**

Nonexempt district employees may not volunteer to perform services on behalf of the district unless they are considered “bona fide volunteers.” An employee is a bona fide volunteer if:

- 4\* The employee’s services are offered freely and without pressure or coercion, direct or implied, from the district; and
- 5\* The employee does not engage in the same or similar type of volunteer services as he/she performs in his/her regular job.

As provided by law, nonexempt employees will not be permitted to volunteer to perform their regular work duties or the same type of duties off the clock and without compensation. The requirements of the Fair Labor Standards Act (FLSA) cannot be waived by the employee or the district. Nonexempt employees who volunteer to perform services for the district will be required to complete the district’s Volunteer Agreement form verifying that they are volunteering to perform services and such services are not performed in the course of their regular employment.

## Nonexempt Employee Volunteer Agreement

I, \_\_\_\_\_, of my own free will, volunteer my time and service to participate as \_\_\_\_\_ for \_\_\_\_\_ school. My time and service in this volunteer capacity are given without promise, expectation or receipt of any form of compensation, benefits or other remuneration for this service.

I understand and agree that my volunteer participation is not being performed in the course and scope of my regular employment at \_\_\_\_\_ school. My participation in this activity is not in any way required by \_\_\_\_\_ school or the Lincoln County School District.

I understand that my participation as a volunteer may be terminated at any time. I may withdraw from participation at any time for any reason. My withdrawal will not affect my continued employment with the district.

This agreement will continue in force until terminated.

Volunteer Signature \_\_\_\_\_ Date \_\_\_\_\_

Authorized School Official \_\_\_\_\_ Date \_\_\_\_\_