

Kimberly School District

PERSONNEL 5430

Volunteers / Contractors

The District recognizes the valuable contributions made to the total school program by members of the community who act as volunteers. A volunteer by law is 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 the appropriate state and federal statutes;
3. may be paid expenses, reasonable benefits and/or nominal fees in some unique situations;
4. is not employed by the District in the same or similar capacity for which he/she is volunteering.

District employees who work with volunteers shall clearly explain duties for supervising children in school, on the playground and on field trips. An appropriate degree of training and/or supervision of each volunteer shall be administered commensurate with the responsibility undertaken.

Volunteers **and contractors** who have unsupervised access to children may be subject to the District’s policy mandating criminal background checks, fingerprinting and drug/alcohol screening.

In order to maintain a safe environment for the students of Kimberly, the names of all contractors (including subcontractors) who perform work on school property may be required by the District in advance of performing work on school property. The names of contractors and their employees will be checked against the statewide sex offender register and any contractor or contractor's employee who is listed on such registry will not be allowed to perform work on school property.

Cross Reference: 5122 Fingerprints and Criminal Background Investigations
Legal Reference: I.C. § 33-512 Governance of schools

Policy History:
Adopted on: Nov. 21, 2003

Revised on: