

*See also GBCD***VOLUNTEERS**

The District recognizes the valuable contributions made by volunteer assistance of parents and other citizens. The Superintendent, or designee, is responsible for developing and implementing procedures for the selection and utilization of volunteers. School District employees who desire the assistance of a volunteer should request a volunteer through proper administrative channels.

Teaching staff help to recruit, orient, place, manage, and recognize volunteers to assist in conducting selected activities and/or to serve as resource persons. Teaching staff shall receive orientation in supervising and evaluating volunteers.

**Designated Volunteers**

Designated volunteers will be required to undergo a background investigation and a criminal records check. "Designated volunteer" means any volunteer who:

1. Comes in direct contact with pupils on a daily basis;
2. Meets regularly with students;
3. Meets with students on a one-on-one basis;
4. Serves as an athletic or academic volunteer coach;
5. Serves as a volunteer mentor;
6. Any other volunteer so designated by the School Board or Superintendent.

Designated volunteers are subject to the provisions of Policy GBCD – Background Investigation and Criminal Records Check. The District pays the fee to process the background investigation and criminal records check.

**Volunteer Application and Selection**

Persons wishing to volunteer at the District should complete a Volunteer Application form describing their skills, interests and availability and sign a Volunteer Assurances Form. Such forms will be made available at the Principal's Office.

Volunteer selection shall be made based on the qualifications and availability of the volunteer. Volunteers shall be assigned only to those teachers who have requested volunteer assistance. Staff should request volunteers through administrative channels for selected activities and as resource persons.

Assignment shall be made by the school administrator or designee.

Volunteers shall be provided appropriate training at the building level consistent with their tasks and existing district standards. This training shall be developed under the leadership of the principal. Exceptions would be districtwide programs established by the administration whereby general volunteer programs would be defined.

A volunteer may be asked to terminate his/her services when circumstances in the judgment of the administrator necessitate termination.

**VOLUNTEERS** (*cont'd*)**Volunteer Duties**

Selected volunteers will serve in the capacity of assistants and will not be assigned to roles that require specific professional training. Instructional services shall be rendered only under the supervision of certified staff.

All volunteers will sign a confidentiality agreement and shall refrain from discussing the performance or actions of a student except with the student's teacher, counselor, principal, or other School District employee who has a legitimate educational purpose for discussing such information.

The Confidentiality Agreement is included as part of the Volunteer Assurances Form in IJOc-R.

Assignments shall be limited to assisting staff members with duties such as routine supervisory, tutorial, clerical, housekeeping and material preparation tasks. Assignment shall be limited to situations that may be supervised by a certificated staff person.

In some instances, volunteers may perform clerical and material preparation tasks away from the school site.

Volunteers with special talents, hobbies or experiences may share those with students on a scheduled basis in a suitable educational setting.

Volunteers will refer to their immediate supervisor or other regular staff member for final solution of any student problems which arise, whether of an instructional, medical or operational nature.

Volunteers will receive orientation, including:

1. general job responsibilities;
2. information about school facilities, routines, and procedures, including safety and evaluation;
3. work schedule and place of work; and
4. expected relationship to regular staff.

The teaching staff member, with whom the volunteer is working, should have volunteer assignments and activities clearly defined in writing, or clearly articulated and understood by the volunteer.

Volunteers will receive appropriate training at the building level, consistent with their tasks and existing District policies and school standards. This training shall be developed under the leadership of the principal in consultation with the volunteer coordinator.

**Coaches**

Volunteer coaches of individual sports must be in compliance with all regulations and standards as set by the NHIAA.

**Legal References:**

*RSA 189:13-a, School Employee and Volunteer Criminal History Records Check*