

## **Volunteers**

Citizens who voluntarily contribute their time and talents to the improvement and enrichment of the schools' instructional and other programs are valuable assets. The Board encourages constructive participation of groups and individuals in the schools to perform appropriate tasks during and after school hours under the direction and supervision of professional personnel.

Recruitment, utilization, coordination and training of volunteers is the responsibility of administration or designee and will be carried out as directed or delegated by the superintendent. Every effort should be made to utilize volunteer resources in a manner which will ensure maximum contribution to the welfare and educational growth of students.

Volunteers will receive no remuneration for tasks and will ordinarily be recruited for an identified and specific purpose.

Any person authorized by the district for volunteer service into a position having direct contact with students will be required to undergo a criminal records check.

Nonexempt employees<sup>1</sup> may be permitted to volunteer to perform services for the district provided the volunteer activities do not involve the same or similar type of services<sup>2</sup> as the employee's regularly assigned duties. In the event a nonexempt employee volunteers to perform services for the district that are the same or similar as the employee's regularly assigned duties, the Board recognizes that under the Fair Labor Standards Act (FLSA), overtime or compensatory time must be provided.<sup>3</sup>

END OF POLICY

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**Legal Reference(s):**

ORS Chapter 243  
ORS 326.607  
ORS 332.107  
OAR 839-010-0005  
Fair Labor Standards Act of 1938, as amended, 29 U.S.C. Sections 206 and 207.

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<sup>1</sup> There are three types of FLSA exemptions: those for executive, administrative and professional employees. Generally, employees who are exempt under the executive, administrative or professional exceptions must primarily perform executive, administrative or professional duties at least 50% of the employee's time.

<sup>2</sup> Instructional assistant duties are generally viewed to be the same type of service, supervising and instructing students, as coaching.

<sup>3</sup> Districts may need legal counsel on the use of nonexempt employees in extracurricular activity positions such as coaching and as advisors for cheerleading and other district-sponsored activities for FLSA district impact.