




# Akron Public Schools

Sylvester Small Administration Building

DATE: March 21, 2024

TO: Principals and Department Heads

FROM: Debra J. Foulk   
Executive Director, Business Affairs

RE: **Staff Bringing Children to the Work Site**

Akron Public Schools has liability coverage for their employees and approved volunteers while they are involved in school-related activities. Coverage is not extended to the children of employees or volunteers.

Our insurance carrier has strongly recommended that the practice of employees and volunteers bringing their children to the work site be discontinued. This practice increases the employee's and district's liability exposure. **Example:** If the visiting child creates a problem, intentionally or accidentally that harms another student, who is responsible?

- Should the parent be sued in the above example, there would be no liability coverage for the employee/volunteer; the insurance carrier would declare they were not acting within the scope of his/her duties. Under ORC 2744, the district has no responsibility to defend an employee/volunteer in such circumstances.
- It is certain the district would be named as being negligent in allowing such a circumstance as the above to exist.

Therefore, for the protection of the employee and the school district, school employees and/or volunteers are **NOT** to bring their own child(ren) to the work site.

Thank you for your attention and cooperation in this matter. Should you have any questions, please call.

\_\_\_\_\_  
Employee/Volunteer Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employee/Volunteer Printed Name

\_\_\_\_\_  
Employee ID Number

SIGN AND RETURN THIS COPY  
FAILURE TO SIGN AND RETURN IS FAILURE TO FOLLOW DIRECTIONS