

# FULLERTON SCHOOL DISTRICT VOLUNTEER HANDBOOK



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# Welcome

Welcome to Fullerton School District (FSD)! We appreciate your time and effort in helping to make FSD the best educational environment for all schools. In this handbook, you will find important information that will make your volunteer service successful and rewarding.

Whether you are new or a former volunteer returning to FSD, feel free to ask for help concerning anything you do not understand. Your assistance is valued!

## Why Volunteer?

By volunteering, you...

- enrich and enhance students' learning.
- support teachers in offering more individual attention to their students.
- provide individuals an opportunity to participate in a variety of activities within the school.
- promote and strengthen the partnership among families, community and the school.

## Volunteering is an opportunity for you to show children . . .

- your interest in their school life.
- your commitment to the community.
- your belief that education is a partnership between family and school.
- your belief that learning is a lifelong process.



## OVERVIEW

### **Types of Volunteers, Requirements, and Application:**

A volunteer is a parent, community member, or other adult who assists at a school site or program on a regular or semi-regular basis before, during, or after school hours. Student observers who are required to complete classroom observation hours at a school site fall under the classification of volunteers. FSD defines volunteers as either Tier I, Tier II, or Tier III Volunteers. Please refer to pages 9 and 10 of this handbook to learn more about the different types of volunteers, volunteer requirements, and the volunteer application.

### **Standard of Conduct:**

By volunteering with FSD, you have a responsibility to the district and to your fellow volunteers to adhere to certain rules of behavior and conduct. The purpose of these rules is not to restrict your rights, but rather to be certain that the learning environment is not compromised. When a person is aware that he/she can fully depend upon others to follow the rules of conduct, then our organization is a better place to work for everyone. Volunteers should become familiar with the specific rules at the site(s) at which they volunteer. Generally speaking, we expect each volunteer to act in a mature and responsible manner at all times. District standards of conduct and personnel policies include, but are not limited to:

- Observing safety rules at all times and using common sense in operating any equipment.
- Treating fellow volunteers, teachers, students, parents, and administrators with respect and kindness.
- No possession of any type of firearm, weapon, or explosive, on District premises.
- The maintenance of a drug-free workplace. Employees and volunteers are prohibited from being intoxicated or under the influence of controlled substances while volunteering; use, possession, or sale of a controlled substance in any quantity while on District premises (except medications prescribed by a physician which do not impair volunteer performance) will result in immediate dismissal from volunteer service.
- This is a tobacco free District. Tobacco products, including vaping devices, shall not be used on District premises.
- No soliciting or selling of products, services, etc. on District property without the prior written approval of the Superintendent or designee.
- Refraining from proselytizing in regard to religion or politics on District property.
- Maintaining the confidentiality of all personal and privileged information.
- *What should I do daily to keep the workplace safe?*
  - WELLNESS CHECK: If you are feeling under the weather, we ask that you please stay home until you are feeling better. The Fullerton School District is asking that all volunteers self-monitor for COVID symptoms prior to arriving at the designated school site or any district sponsored event. We appreciate your cooperation.

# **POLICIES AND PROCEDURES THAT ALL VOLUNTEERS SHOULD KNOW**

## **Check-in and Check-out:**

Stop by the office immediately upon entering school. Volunteers and all school visitors are asked to check-in each time they visit the school. For security reasons, and in case of an emergency, it is important for the principal to know who is in the school and why. This procedure also helps us keep track of volunteer numbers and hours and covers you under the district's worker's compensation while you are at the school. Check-in procedures should be explained to you prior to or on your first day as a volunteer. School office staff can answer any questions you have about the check-in/check-out procedures. Please return back to the office to check out at the end of your designated volunteer time.

## **Identification:**

FSD volunteers are required to wear an identification badge when in schools, just like FSD employees. When you check in at the school office, you will be provided with a volunteer badge to wear, each time you volunteer.

## **If You Must Cancel:**

Volunteers are asked to commit to specific time(s) and day(s), as teachers need to know they can count on you. If you are unable to volunteer on a given day, or if you will arrive late, please contact your site immediately.

## **Interaction with Students and Staff:**

The success of FSD's volunteer program depends upon the quality of the relationship between the District volunteers, teachers, students and parents, and the general public. Regardless if you are a volunteer or a paid staff member, you are an ambassador for FSD.

Volunteers should not telephone, email or "friend" (i.e., on a social networking site) students, visit them at their homes, or meet students off school grounds without permission from the parents and school principal. In addition, when working with students, whether individually or in small groups, we recommend you work in a highly visible area. This is not only for the protection of students but volunteers as well.

- No exchange of gifts without permission from school staff and the parent/legal guardian.
- Volunteers should not post or share pictures of students on social media sites.
- Volunteers should not diagnose student needs, make final evaluations on student achievement, counsel students, or discuss student progress with parents.
- It is not always in the best interest of a child to have parents, grandparents, guardians, etc., volunteer in their children's classrooms. Therefore, volunteers may be utilized in classrooms other than those in which their children are enrolled.
- *Please note that, at the discretion of the building principal, failure to follow this procedure could result in removal as a school volunteer.*

## **Suspected Child Abuse or Neglect:**

Volunteers should report to the school administrator if they have any reason to believe a student has been abused or neglected.

## WORKING WITH STUDENTS

### Ways to Work with Students:

- Relax and be yourself
- Be friendly toward all students
- Be pleasant and interested in the students' activities
- Encourage students to try and do activities to the best of his/her ability
- Praise individual students for a job well done
- Encourage positive behavior by making note of students who are doing things correctly
- Remember that a student often responds better to suggestions, rather than commands
- Proceed at the student's own rate of speed
- Don't do for a student what he/she can do for him/herself
- Call the students by name at each opportunity
- Be flexible
- Be patient

### Words of Encouragement Samples:

- *I can tell you worked really hard on that!*
- *You are getting so much better each time!*
- *I appreciate what you did*
- *You did a great job of handling that situation*
- *I see*
- *Tell me more*
- *How about that?*
- *I like the way you are working*
- *Good thinking. Very creative. How impressive!*
- *Now you've got the hang of it!*
- *That's a great observation*

## OTHER POLICIES

### **Discipline:**

Classroom teachers and school administrators are responsible for student discipline. Rules and procedures related to student discipline have been established by the school and individual classroom teachers. These guidelines are maintained for the safety and welfare of all students. Fairness, consistency, and follow-through are essential to maintaining classroom learning environments. Your volunteering with the District assumes an obligation to maintain this confidentiality. It is essential that you not share any information about students, even with your own family, friends, or acquaintances. Because of its seriousness, disclosure of confidential information could lead to dismissal.

### **Dress Code and Appearance:**

Take your lead from the professional staff and dress appropriately for the job you are doing. Casual clothing is fine, but we ask that your attire be clean, neat, and conservative. T-shirts with logos depicting tobacco, alcohol, or firearms are prohibited for volunteers as well as students. As a general guideline, if a shirt shows your stomach when you raise your hands over your head, it is too short; and skirts, dresses, or shorts should extend below your fingers when your arms are held at your side.

If you know that you will be doing a lot of walking or outdoor work during your service, please remember to bring sufficient shoes and a jacket, as the school will not have extras to provide.

### **Office Machines:**

The staff appreciates volunteers helping teachers prepare classroom materials. Volunteers should be trained on the correct usage of all office equipment. It is also very helpful if volunteers are willing to step aside and allow teachers or office staff to interrupt them and use machines during recess or on occasions when staff members need immediate access to machines or equipment at school. District equipment is only to be used for educational/school purposes. They are not for personal use. Parent volunteers may use technology (i.e., laptops, iPads, etc.) that are located in classrooms as directed by the teacher. Volunteer flexibility and cooperation in this area is greatly appreciated. All volunteers shall adhere to the provisions of the federal copyright law and maintain the highest ethical standards in using copyright materials. The District shall provide no legal support to any volunteer who violates copyright laws.

### **Parking Lot:**

Great care must be taken and drivers must watch closely for students and others at all times when driving near schools and or in school parking lots. You should also check with the school office for information on where you should park.

### **Personal Phone Calls:**

Cell phones are to be placed on vibrate or silent mode during your volunteer time. Personal phone calls should be made off campus to avoid disruptions. Volunteers must not photograph or video students unless you have permission from site personnel.

**Staff Lounge Guidelines:**

The staff lounge should not be used as a “workroom”. Cutting, pasting, collating, etc. should be done in the classrooms, teacher workrooms, or the office workrooms. Teachers should not send volunteers to work in the lounge.

**Theft:**

No item purchased or supplied by the District should ever be removed from school sites without the express authorization of your site administrator. It is highly recommended that volunteers not bring excessive amounts of money or valuables on campus. If you carry a purse, ask to place it in a secure location. FSD is not responsible for personal items lost or stolen.

**Areas of Caution:**

Some actions, even without improper motive, are common trouble areas.

- Do not ask a single student to come early to set up for a class or activity.
- Do not give a gift to a student at school.
- Do not invite students for social activities outside of school.

**May I hug a student?**

Some students, particularly younger children, may express affection toward you. Children should never sit on your lap. Use “high fives” or handshakes. Remember to be aware of cultural perspectives regarding boundaries.

**Student Injury:**

Student safety and wellbeing are our top priorities. If a student is injured or requires medical attention, please immediately report to a staff member. Please do not attempt to move the student, lift the student, or to provide the student with medical treatment.



## LEGAL REQUIREMENTS FOR VOLUNTEERS AND STAFF

### **Harassment, Intimidation, and Bullying Prevention:**

Bullying, harassment, intimidation, or hazing, by students, staff, or third parties, is strictly prohibited and shall not be tolerated. This includes bullying, harassment, or intimidation via electronic communication devices (“cyberbullying”).

### **Siblings and Insurance Coverage:**

Volunteers are covered by the District’s liability insurance policy while working on or off campus, under the supervision of a staff member in school-sponsored activities. **For insurance reasons and so that you can best focus on your volunteer responsibilities, children who are not enrolled in school may not accompany volunteers to school for their assignment.**

### **Confidentiality is a legal requirement:**

Students in the Fullerton School District have the right to expect that information about them will be kept confidential by all volunteers, student interns, practicum students and student job shadow observers. Additionally, the U.S. Congress has addressed the privacy-related concerns of educators, parents, and students by enacting the [Family Educational Rights and Privacy Act](#) (known more commonly as “FERPA”).

- Each student with whom you work has the right to expect that nothing that happens to or about him or her will be repeated to anyone other than authorized school department employees, as designated by the administrators at your school. Even when discussing a student with those who are directly involved in a student’s education, such as a teacher, principal, or guidance counselor, you may not share otherwise confidential information with them unless it is relevant to the student’s educational growth, safety, or well-being.
- You may not share information about a student even with others who are genuinely interested in the student’s welfare, such as social workers, scout leaders, clergy, or nurses/physicians (a grave medical emergency, in which confidential information may be necessary for a student’s care, is the only exception). Thus, you must refer all such questions to the school employees so authorized and indicated to you, typically the student’s teacher or principal.
- Parents, friends, or community members may in good faith ask you questions about a student’s problems or progress. Again, you must refer all such questions to the authorized school employees. You may not share information about a student even with members of your own family or the student’s family.

## TYPES OF VOLUNTEERS AND REQUIRED DOCUMENTS

### **TIER I VOLUNTEER - For example: “Campus Visitors”**

**One Time Volunteer:** Campus Visitors are considered to be any members of the community that are visiting a school campus for a short period of time. These persons have no unsupervised exposure or contact with children without the supervision of a district staff. Examples include guest readers, guest speakers, one-time volunteers for school or classroom events such as Read Across America Day, parents who attend school to eat lunch with or to participate in a parent involvement activity with their children.

#### **One time Volunteer Requirements:**

- Be sponsored or approved by a District employee
- Sign-in/out of the office using the Raptor Visitor Management System and return badge
- Present a form of current, government-issued photo identification
- **NOTE:** An Application is **NOT Required** for a one-time volunteer

### **TIER II VOLUNTEER - For example: “In-class activities, student observers”**

**Non-Student Contact Regular Volunteer:** Volunteers who assist with preparing classroom materials away from students and in a location such as the office or school work room.

**Limited Student Contact:** Volunteers who serve under the direct and constant supervision of a teacher or FSD staff member. For example, all campus events that include but are not limited to reading to the whole class, working with students at a learning center alongside the teacher, classroom assistance, participate in after-school programs, and athletic practices and events.

#### **Tier II Volunteer Requirements:**

- Be sponsored or approved by a District employee
- Sign-in/out of the office using the Raptor Visitor Management System and return badge
- Present a form of current, government-issued photo identification
- Read FSD Volunteer Handbook
- Submit signed Volunteer Application
- Submit to a tuberculosis risk assessment

### **TIER III VOLUNTEER - For example: “All field trips.”**

**Student Contact:** Tier III volunteers are primarily supervised by a teacher or any FSD staff member, but may have brief periods of working alone with students or out of the sightline of District staff. For example, any off-campus event such as field trips. Other examples include: working at a table with a small group of students, parent volunteers on a field trip where the class is split into smaller groups, overnight field trips, escorting small groups of students from the classroom to other locations on campus, mentoring activities, and working in a preschool classroom.

#### **Tier III Volunteer Requirements:**

- Be sponsored or approved by a District employee
- Sign-in/out of the office using the Raptor Visitor Management System and return badge
- Present a form of current, government-issued photo identification
- Read FSD Volunteer Handbook
- Submit signed Volunteer Application
- Submit to a tuberculosis risk assessment
- Clearance of Live Scan Fingerprints through Department of Justice (DOJ) & FBI
- **PRESCHOOL ONLY** - Submit Proof of Immunization records

## VOLUNTEER APPLICATION

### TIER I VOLUNTEERS

- One Time Volunteer:** Application NOT Required

### TIER II VOLUNTEERS

- Non-Student Regular Volunteer:** Volunteers who assist with preparing classroom materials away from students and in a location such as the office or school work room.
- Limited Student Contact:** Volunteers who serve under the direct and constant supervision of a teacher or FSD staff member in the classroom, or in another school-related capacity.

#### **Tier II Non-Student Contact and Limited Student Contact Requirements and CHECKOFF:**

- Be sponsored or approved by a District employee
- Sign-in/out of the office using the Raptor Visitor Management System and return badge
- Present a form of current, government-issued photo identification
- Read FSD Volunteer Handbook
- Submit signed Volunteer Application
- Submit to a tuberculosis risk assessment \*

### TIER III VOLUNTEERS

- Student Contact:** Volunteers who are primarily supervised by a teacher or FSD staff member, but may have brief periods working alone with students or out of the direct sightline of staff.
- Preschool Volunteer:** Student contact volunteers who assist in a preschool classroom.

#### **Tier III Volunteer Requirements and CHECKOFF:**

- Be sponsored or approved by a District employee
- Sign-in/out of the office using the Raptor Visitor Management System and return badge
- Present a form of current, government-issued photo identification
- Read FSD Volunteer Handbook
- Submit signed Volunteer Application
- Submit tuberculosis risk assessment\* - Expiration date:** \_\_\_\_\_
- Clearance of Live Scan Fingerprints - through Department of Justice (DOJ) & FBI \*
- PRESCHOOL ONLY** - Submit Proof of Immunization records \*

\* **Note:** Costs associated with tuberculosis screening, fingerprinting, and immunizations (**Preschool only**) are the responsibility of the volunteer.

School Site: \_\_\_\_\_ Assigned Volunteering Location/Rm #: \_\_\_\_\_

Volunteer Name: \_\_\_\_\_ Phone #: \_\_\_\_\_

Email Address: \_\_\_\_\_

Student Name(s) & Grade(s): \_\_\_\_\_

Relationship to student: \_\_\_\_\_

In case of Emergency Contact: \_\_\_\_\_ Phone #: \_\_\_\_\_

I am aware that during the course of volunteering, confidential information may be made available to me. I will not disseminate this information within or outside the school community. I understand that my volunteer services are terminable at will either by myself or FSD. I **have read the FSD Volunteer Handbook** and understand the requirements to volunteer at FSD.

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Principal Approval Signature

\_\_\_\_\_  
Date

\*Please do not contact the District Office regarding live scan clearance. Your school site office personnel will be contacting you to provide clearance updates as it becomes available.

## Frequently Asked Questions about Tier III Volunteer Fingerprinting

### Q: Why do Tier III volunteers need to be fingerprinted?

- **A:** To ensure the safety of our students, the district requires any volunteer who may be alone with students to be fingerprinted.

### Q: If I have already been fingerprinted elsewhere, do I need to get fingerprinted again?

- **A:** Yes. FSD requires volunteers to be printed for our District. Previous employees, teachers who work at other school districts or have been fingerprinted with OCDE still have to get fingerprinted again with us in order to be approved to volunteer. The only volunteers that do not need to get fingerprinted are current employees of the Fullerton School District.
- At this time, we are only requiring fingerprints for volunteers who will be alone with students primarily on overnight trips or field trips where volunteers are alone with students and not within sight of FSD staff.

### Q: How often do I need to be fingerprinted?

- **A:** Volunteers only need to be fingerprinted one time for the entire time they volunteer in FSD.
- If you are volunteering at multiple school sites, or your child's school of residence changes during the school year, please notify district office personnel by calling the number (714) 447-7451.
- A district personnel will notify the corresponding school sites regarding background check results. Please note that a volunteer application will need to be completed for the new school site that your child attends.
- Individuals who are no longer interested in volunteering, and who would like to be removed from our volunteer list, can contact the Human Resources department to request to have their information removed by calling (714) 447-7451.

### Q: What is the cost for fingerprints? Where do I pay?

- **A:** Both the DOJ and FBI review Fingerprints. Each level of service has a particular cost, DOJ is \$32 and FBI is \$17. Volunteers will pay the above amounts plus an additional fee at the Live Scan Center selected. The additional fee is what the Live Scan Center will charge to process the actual fingerprinting. These fees vary by location. Rates are subject to change.
- FSD offers a Live Scan Center at the District Office at a discounted cost of \$25 to parents. **Parents must first apply to volunteer at the school site where their child attends.** School sites then submit each completed and approved volunteer application to the appropriate District Office personnel. Once the approved application is received, someone from the District Office will contact each parent to schedule a Live Scan appointment and collect payment.

### Q: What types of crimes would prohibit a volunteer from working in schools?

- Felony sexual offenses
- Crimes against minors (misdemeanor or felony)
- Possession, sales, or use of controlled substances
- Illegal possession or use of weapons or dangerous objects
- Assault and battery
- Burglary or robbery

### Q: What if the arrest or conviction took place many years ago?

- **A:** The Associate Superintendent for Human Resources will schedule a phone conference with the volunteer applicant and make a decision on eligibility of service. This decision would be final and cannot be appealed.

### Q: How do I know my personal information will be kept confidential?

- **A:** All Department of Justice (DOJ) reports are destroyed after a determination of eligibility to volunteer is made. The volunteer database is maintained under the same security measures as employee and student information.