

## **Community Relations**

### **VOLUNTEER ASSISTANCE**

The Governing Board recognizes that volunteer assistance in schools can enrich the educational program, increase supervision of students, and contribute to school safety while strengthening the schools' relationships with the community. The Board encourages parents/guardians and other members of the community to share their time, knowledge, and abilities with students.

The Superintendent or designee shall develop and implement a plan for recruiting, screening, and placing volunteers, including strategies for reaching underrepresented groups of parents/guardians and community members. He/she may also recruit community members to serve as mentors to students and/or make appropriate referrals to community organizations.

The Board prohibits harassment of any volunteer on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status. (Government Code 12940)

As appropriate, the Superintendent or designee shall provide volunteers with information about school goals, programs, and practices and an orientation or other training related to their specific responsibilities. Employees who supervise volunteers shall ensure that volunteers are assigned meaningful responsibilities that utilize their skills and expertise and maximize their contribution to the educational program.

Volunteer work shall be limited to those projects that do not replace the normal duties of classified staff. The Board nevertheless encourages volunteers to work on short-term projects to the extent that they enhance the classroom or school and comply with employee negotiated agreements.

The Superintendent or designee shall establish procedures for determining whether volunteers possess the qualifications, if any, required by law and administrative regulation for the types of duties they will perform.

Volunteers shall act in accordance with district policies, regulations, and school rules. The Superintendent or designee shall be responsible for investigating and resolving complaints regarding volunteers.

The Board encourages the district to develop a means for principals to recognize the contributions of each school's volunteers.

The Superintendent or designee shall periodically report to the Board regarding the district's volunteer assistance program.

### **Workers' Compensation Insurance**

The Board desires to provide a safe environment for volunteers and minimize the district's exposure to liability.

Upon the adoption of a resolution by the Board, volunteers shall be entitled to workers' compensation benefits for any injury sustained while engaged in the performance of service for the district. (Labor Code 3364.5)

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Legal Reference:

| <b><u>State</u></b>                | <b><u>Description</u></b>                                                                   |
|------------------------------------|---------------------------------------------------------------------------------------------|
| 22 CCR 101170                      | <a href="#">Criminal record clearance</a>                                                   |
| 22 CCR 101216                      | <a href="#">Health screening; volunteers in child care centers</a>                          |
| Ed. Code 35021                     | <a href="#">Volunteer aides</a>                                                             |
| Ed. Code 35021.1                   | <a href="#">Automated records check</a>                                                     |
| Ed. Code 35021.3                   | <a href="#">Registry of volunteers for before/after school programs</a>                     |
| Ed. Code 44010                     | <a href="#">Sex offense; definition</a>                                                     |
| Ed. Code 44814-44815               | <a href="#">Supervision of students during lunch and other nutrition periods</a>            |
| Ed. Code 45125                     | <a href="#">Fingerprinting requirements</a>                                                 |
| Ed. Code 45125.01                  | <a href="#">Interagency agreements for criminal record information</a>                      |
| Ed. Code 45340-45349               | <a href="#">Instructional aides</a>                                                         |
| Ed. Code 45360-45367               | <a href="#">Teacher aides</a>                                                               |
| Ed. Code 48981                     | <a href="#">Parental notifications</a>                                                      |
| Ed. Code 49024                     | <a href="#">Activity Supervisor Clearance Certificate</a>                                   |
| Ed. Code 49406                     | <a href="#">TB risk assessment</a>                                                          |
| Ed. Code 8482-8484.6               | <a href="#">After School Education and Safety Program</a>                                   |
| Ed. Code 8484.7-8484.9             | <a href="#">21st Century Community Learning Center program</a>                              |
| Gov. Code 12940                    | <a href="#">Unlawful discriminatory employment practices</a>                                |
| Gov. Code 3543.5                   | <a href="#">Prohibited interference with employees' rights</a>                              |
| H&S Code 1596.7995                 | <a href="#">Immunization requirements for volunteers in child care center or preschool</a>  |
| H&S Code 1596.871                  | <a href="#">Fingerprints of individuals in contact with child day care facility clients</a> |
| Lab. Code 1720.4                   | <a href="#">Public works; exclusion of volunteers from prevailing wage law</a>              |
| Lab. Code 3352                     | <a href="#">Workers' compensation; definitions</a>                                          |
| Lab. Code 3364.5                   | <a href="#">Authority to provide workers' compensation insurance for volunteers</a>         |
| Pen. Code 290                      | <a href="#">Registration of sex offenders</a>                                               |
| Pen. Code 290.4                    | <a href="#">Information regarding sex offenders</a>                                         |
| Pen. Code 290.95                   | <a href="#">Disclosure by person required to register as sex offender</a>                   |
| Pen. Code 626.81                   | <a href="#">Sex offender; permission to volunteer at school</a>                             |
| <b><u>Management Resources</u></b> | <b><u>Description</u></b>                                                                   |
| PERB Decision                      | <a href="#">Whisman Elementary School District (1991) PERB Decision No. 868</a>             |
| Website                            | <a href="#">CSBA District and County Office of Education Legal Services</a>                 |
| Website                            | <a href="#">California Department of Justice, Megan's Law</a>                               |
| Website                            | <a href="#">California Department of Education, Parents/Family and Community</a>            |
| Website                            | <a href="#">Commission on Teacher Credentialing</a>                                         |
| Website                            | <a href="#">CSBA</a>                                                                        |
| Website                            | <a href="#">California State Parent Teacher Association</a>                                 |

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Policy Adopted: July 5, 1990  
Revised: November 1, 2001  
Revised: December 11, 2025

**WESTMINSTER SCHOOL DISTRICT**  
Westminster, California