



Subject: Volunteers

Effective Date: 5/23/2024

Approved By: Board of Directors

Policy: 3010.1

PURPOSE

The purpose of the Springs volunteers program will be to:

- Supplement the work of teachers, upon their request, under their supervision, and with the approval from the Executive Director;
- Provide individual attention for students through tutoring and/or small group projects under the direction of the school staff;
- Provide enrichment experiences to supplement the education program;
- Provide assistance for the school staff in non-academic areas where student contact may or may not exist;
- Meet special school needs;
- Promote better school-community relations by enhancing community understanding;
- Develop improved public relations for local, state, and national educational endeavors.

DEFINITIONS

Volunteer

A volunteer is defined as an individual 18 years and older performing regularly scheduled services for the School who do not receive compensation for her/his services. Individuals who volunteer to perform services for the school are not “employees” for purposes of compliance with the minimum wage and overtime provisions of the Fair Labor Standards Act (FLSA). An



individual is classified as a volunteer as long as the individual is not regularly employed to perform the same services for the school and receives no more than expenses or

recognition gifts for her/his services. A volunteer is any person serving the needs of the program on a regular basis at least one time per month or more.

HOW TO VOLUNTEER

The Springs volunteer program is supervised and managed by the Executive Director. Specific volunteer assignments are arranged for and directly supervised by the Executive Director or designated staff. Volunteers shall act in accordance with school policies. Springs is under no obligation to accept or place any volunteer. At her/his discretion, the Executive Director or designated staff supervising volunteers may ask any volunteer who violates school rules or volunteer policies to leave campus.

Individuals who are interested in volunteering with the School are invited to contact the receptionist or administrator.

VOLUNTEER POSITIONS

Volunteer activities at Springs may or may not require one-on-one or small group contact with students and may or may not require a background check. Tuberculosis testing is required.

BACKGROUND CHECKS

For the safety and security of our students, a complete background check will be completed for all volunteers. Information obtained in the process will be kept confidential. A criminal record does not necessarily prohibit an individual from volunteering in the school.



However, all volunteer applicants will be checked against the Tennessee Sex Offender Registry Law online database for sex offender clearance at <http://https://www.tn.gov/tbi/law-enforcement-resources/law-enforcement-resources0/tennessee-sex-offender-registry.html>. Any volunteer applicant, whose name appears on Sex Offender Registry and is required to register as a sex offender, is prohibited from volunteering.

CODE OF ETHICS AND CONFIDENTIALITY

There are certain rules that both employees and volunteers must follow when working in the school.

1. DO NOT discuss individual students outside the school.
2. DO NOT compare students within the school.
3. DO NOT publicly discuss parents, students, teachers, or other volunteers.
4. DO NOT repeat any information regarding confidential records of students in the classroom, staff room or office.

DEPENDABILITY

Springs staff will depend on volunteers to be present at their scheduled time. Springs staff has organized their day with the volunteer in mind. If a volunteer is unable to work on a scheduled day, it is the volunteer's responsibility to notify the school office or supervising staff as soon as possible.

TRAINING

The following will be read and acknowledged by all volunteers:

Springs Public Schools Tennessee
Volunteer Policy



1. FERPA Confidentiality Statement
2. Declaration of Public Employees as Disaster Service Workers
3. Drug and Alcohol-Free Workplace
4. Review of Child Abuse Law
5. Blood borne Pathogens
6. Discrimination is Against the Law
7. Sexual Harassment
8. Site Volunteer Procedures

SIGN-IN

All volunteers are required to report to the office each time they visit during normal school hours. At that time, volunteers will be given their identification badge to wear. The badge will signify to the staff and students that a volunteer is in the building. This badge should be visible at all times with name. If a volunteer is seen in the building without an identification badge, that volunteer will be asked to go immediately to the office to check in. When volunteer leaves, they are to sign out and return badge to front desk. All visitors, guests, and parent observers may need to sign in (requested) at front desk of site.

DRESS

Volunteers should plan to dress comfortably and appropriately when spending time with the students in school or during school-related activities. Clothing that advertises alcohol, tobacco, other drugs, violence, or sexual acts should never be worn when working with students.

WHAT VOLUNTEERS CAN DO

School volunteer activities and assignments are specified and approved at the direction of the program Director. Each volunteer will work directly with the program Director or her/his designated staff.

WHAT VOLUNTEERS CANNOT DO

Springs Public Schools Tennessee
Volunteer Policy

1. Administer Discipline – If a volunteer has concerns about anything occurring in the classroom or on school grounds, the volunteer should speak to the teacher or program Director.
2. Interrogate Students or Investigate Problems – Please report any problems to a staff member or site director.
3. Search Students or Student Property – Please report any problems to a staff member or site director.
4. Administer Medications - including over-the-counter drugs such as aspirin. School personnel are responsible for administering this kind of aid and/or documented medications. Please refer this matter to the Director of designee. Under no circumstances should school volunteers administer medication of any kind.
5. Clean Up Bodily Fluids – Volunteers should not be involved in the clean-up of bodily fluids. In the case of a life-threatening situation, volunteers should first attempt to alert school personnel. If it is necessary for a volunteer to take immediate action, s/he should exercise all reasonable precautionary measures. School personnel should be notified as soon as possible.
6. Bring infants or non-school age children – Volunteers should not bring underage children with them when volunteering.
7. Volunteers may not perform any unauthorized services or activities without the expressed written consent of school administration. Such services may include, but is not limited to: academic advisement and counseling, legal counsel, fee based tutoring, specialize academic or behavior related services, etc.
8. Lend Money or Bring Gifts for Students – This can only be done when authorized by the Principal or designee.
9. Videotape or Photograph Students – This can only be done when authorized by the Principal or designee.
10. Use Student Restrooms – Please use the restrooms designated for adults.
11. Volunteers cannot “hang out” with their student during meals or visit with other adults on campus.



12. Volunteers are not permitted to transport students at any time.

MANDATED REPORTING

Child Abuse/Neglect – Volunteers should report to school staff if they know or suspect a child has been abused or neglected. The school administration, child’s teacher, or guidance staff should be sought out under these circumstances.

Refer to pamphlet “20 Facts About Child Abuse and Neglect.”

INJURY REPORTING AND INSURANCE

All injuries are to be reported to the Site Facilitator or Director immediately. An Injury Form must be completed and submitted to the Risk Manager in Human Resources. It is understood that all school volunteers are responsible to maintain their own medical insurance policies in case of injury while volunteering at the school. The school maintains a supplemental volunteer accident policy. Personal items that are lost, stolen or damaged are not covered

under the Schools insurance policy. Volunteers are advised to leave valuable at home or locked in their car.

NONDISCRIMINATION

It is the policy of Springs that no person may be denied the benefits of, or be discriminated against, in any curricular, extra-curricular, pupil service, recreational, or other program or activity because of the person’s age, sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap.

STUDENT INJURIES

Injuries to students must be reported immediately to a teacher or the school office. If



an injured child cannot be taken to the office, send someone for help immediately. Injured students should be watched closely and never left unattended.

SCHOOL EMERGENCY PROCEDURE

Volunteers shall be provided a written copy of the School sites written Emergency Procedures. In an emergency, all volunteers shall follow the School's Emergency Procedures.