

## School Volunteers

Policy Code:

5015

The board recognizes the valuable contributions which school volunteers can make to the learning process and educational goals of the school district. A “volunteer” is an individual serving without compensation, including but not limited to community members, parents, guardians, business partners, retirees, students, non-employee interscholastic athletic coaches, and GCS staff, who support schools or departments through one-time or recurring service, whether in person, virtually, or at school-sponsored off-site activities.

Instructional programs are enhanced through the participation of community members, local business and industry, and parents of the students. These volunteers contribute time, resources, and expertise and provide support needed to help ensure educational success for all children.

Parents have the right to take four hours of paid leave from their jobs every year in order to volunteer in the schools as stated in [North Carolina General Statute 95-28.3](#).

The superintendent or designee will be responsible for the implementation and supervision of school volunteer programs.

### Criminal Background Checks for Volunteers

- A Guilford County Schools (GCS) volunteer application and a criminal background check conducted by GCS for all prospective volunteers age 16 and older prior to serving in any volunteer capacity.
- Background checks conducted by outside agencies are not adequate for GCS volunteers.
- For volunteers under the age of 16 or individuals unable to complete a background check due to credentialing limitations, approval is at the discretion of the Superintendent or designee.
- Current GCS employees and students who plan to volunteer at a site other than their work or school location must complete the GCS volunteer application and background check process.
- GCS volunteer applications and background checks are valid for one school year and must be renewed by the volunteer on an annual basis.
- Approved volunteers shall report arrests and/or criminal charges in the same manner required of GCS employees (See policy 7301 Staff Responsibilities.)

### Service in a Volunteer Capacity

- Schools are encouraged to develop and implement plans for using volunteers to enhance and enrich the instructional program in alignment with the district strategic direction and the school improvement plan.
- School principals or their designees retain the final authority to approve or deny volunteer participation and assignments, regardless of volunteer application or background check status.

### Volunteer Supervision and Student Safety

- The school principal or designee shall provide reasonable supervision of volunteers based upon the amount of contact they will have with students. At least two approved adults should be present at all student activities supported by volunteers.
- The school principal or designee shall provide adequate training of volunteers, including familiarizing volunteers with mandatory reporting requirements, the GCS Staff Code of Ethics, policy 4040/7310 Staff-Student Relations, and other applicable laws, board policies, administrative procedures and school rules.
- For volunteers with significant responsibility such as interscholastic athletics coaches, volunteers must read and agree to a code of conduct.

All school volunteers to remain in good standing will be expected to be professional and dependable in their volunteer activities, and to comply with all applicable laws, policies, procedures and rules including the district Code of Ethics. Volunteers (including non-employee interscholastic athletic coaches) may be removed from their positions for any reason and are not entitled to the rights afforded employees.

Legal References: [G.S. 95-28.3](#); [115C-36](#), [-47](#), [-203 to -209.1](#)

Cross References: Parental Involvement (policy [1310/4002](#)), Field Trips (policy 3320); Staff-Student Relations (policy [4040/7310](#)), Interscholastic Athletic Coaches (policy 5016/7450), Visitors to the Schools (policy [5020](#))

Adopted: April 21, 2005

Revised: May 10, 2022 (recoded from KF); [date]