

SALEM SCHOOL DISTRICT
Salem, Connecticut

COMMUNITY RELATIONS

SCHOOL VOLUNTEERS

The Salem Board of Education believes that volunteers can serve a useful purpose in advancing the educational interests of the District. Promoting volunteerism serves to encourage the participation of parents and the community in the school system and fosters parent-teacher and parent-school cooperation and communication. Indeed, increasing community involvement in the schools and encouraging community residents to take an active role in improving the schools and to become school volunteers is essential to the District's mission. Volunteers are especially useful for assisting at athletic and other extra curricular events and on field trips and other chaperoning duties, and providing library and classroom volunteer assistance. Volunteers bring enthusiasm to the District. The District thus encourages volunteers wherever appropriate.

Since the District may be responsible for the actions of volunteers, the District must maintain suitable safeguards and procedures regarding the use of volunteers. No person who is a "sex offender", as defined by Public Act 98-111, An Act Concerning the Registration of Sexual Offenders, shall be approved as a volunteer. A list of approved volunteers will be posted (and maintained) by the Superintendent's Office each school year and updated throughout the school year as necessary. Only volunteers on the list maintained by the Superintendent may be used by the District.

Each volunteer shall serve under direction, and comply with all directives of certified staff members. Volunteers are expected to follow all District policies, procedures and regulations. The failure by a volunteer to so comply with such rules, and a failure to follow directives from a certificated staff member, may lead to an individual's name being removed from the list of approved volunteers by the Superintendent. In addition, volunteers may not be used to circumvent any obligations of the District under any current collective bargaining agreement; the District may not assign work to volunteers that exclusively belong to the employees within a bargaining unit.

The District also endeavors to eliminate impediments to volunteers presented by risk of legal liability. Consistent with Connecticut General Statutes §10-235(a), the Board of Education shall protect and save harmless any volunteer from financial loss and expense, including legal fees and costs, if any, arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury or death of any person, or in accidental damage to or destruction of property, within or without the school building, or any other acts, resulting in an injury, which are not wanton, reckless, or malicious, provided such volunteer at the time of the acts resulting in such injury, damage or destruction, was acting in the discharge of his/her duties or under the direction of the District. This protection applies to any volunteer on the list

of approved volunteers who is carrying out a duty prescribed by the District and is operating under the direction of a certified staff member. However, the District is not obligated to provide this protection to a volunteer who is: 1) not acting within the scope of his/her prescribed duties; 2) not acting under the direction of a certified staff member; or 3) is otherwise acting outside of his/her role as a volunteer in a school-based or school-operated program.

Legal Reference: Connecticut General Statutes: 10-4g Programs to encourage participation in the educational process. 10-221 and 10-235 Indemnification of teachers, board members, employees and certain volunteers and students in damage suits; expenses of litigation. P.A. 97-290 An Act Enhancing Educational Choices and Opportunities. P.A. 98-111 An Act Concerning The Registration of Sexual Offenders. 54-254 Registration of person who has committed a felony for a sexual purpose.

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