

COMMUNITY RELATIONS
SCHOOL VOLUNTEER PROGRAM

GKG
(LOCAL)

PURPOSE	Volunteers may be used in the schools to relieve teachers of routine and clerical matters so they may increase their effectiveness in instruction. In some cases the volunteers shall supplement the teacher's work through the volunteer's special resources.
QUALIFICATIONS	Since volunteers' qualifications vary with the needs of individual schools, the Superintendent shall establish guidelines to ensure they are placed in the areas they can best serve.
AUTHORITY	Volunteers in the school shall work directly under the supervision of the principal in whose building they are assigned, in accordance with approved procedures.
CRIMINAL HISTORY RECORD CHECK	<p>Criminal history background checks shall be conducted on volunteers engaged in direct and extended contact with students in volunteer activities, both during and after school hours, whether with or without direct monitoring by employees of the District.</p> <p>No person shall be allowed to perform any duties or volunteer any work on District premises without prior approval of the principal and/or the Human Resources Department. [See DC(LOCAL) and DH(LOCAL)]</p>
DISQUALIFYING OFFENSES	The District shall obtain criminal history record information on all volunteers and parent volunteers, including legal guardians and custodians, step parents, and grandparents, on an annual basis. The District shall disqualify from volunteering on campuses and field trips a person whose criminal history indicates that the person poses a threat to students or employees. [See GKG1(REGULATION)]
INDIVIDUALIZED ASSESSMENT	<p>The District shall perform an individualized assessment of criminal history record information when determining a parent's eligibility for volunteering on a campus and on field trips. The District shall take into account a variety of factors, including the following:</p> <ol style="list-style-type: none">1. The nature of the offense;2. The age of the person when the crime was committed;3. The date of the offense and how much time has elapsed;4. The adjudication of the offense (e.g., whether the person was found guilty by a trier of fact, pled guilty, entered a no contest plea, or received deferred adjudication);5. The accuracy of the person's disclosure of his or her criminal history during the application process on District forms;6. The effect of the conduct on the overall educational environment;

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7. Whether the offense under the current penal code would be the same degree of offense;
8. Any further information provided by the person concerning his or her criminal history record; and
9. Any other information obtained by the District regarding the applicant's/employee's criminal history record.

ARRESTS

The fact of an arrest alone does not establish that criminal conduct has occurred, and the District shall not disqualify a person based solely on an arrest. The District may make a decision on eligibility to serve as a volunteer based on the conduct underlying the arrest.

OFFENSES FOR
WHICH EXCLUSION IS
LIKELY

A record of certain offenses carries a high likelihood that the District shall exclude the individual from volunteering on a campus or on field trips.

TITLE V, TEXAS
PENAL CODE

Persons whose criminal history record shows convictions, pleas of guilty, or nolo contendere for offenses under Title V, Texas Penal Code, and specifically offenses requiring registration as a sex offender (or equivalent offenses under the laws of other states and federal law) and at the time the offenses occurred, the victim of the offense was under 18 years of age or was enrolled in a public school, are presumptively disqualified from volunteering with the District. Subject to an individualized assessment, the following offenses shall likely preclude volunteering with the District. These offenses include, but are not limited to:

1. Murder;
2. Capital murder;
3. Manslaughter;
4. Criminally negligent homicide;
5. Kidnapping;
6. Aggravated kidnapping;
7. Smuggling of persons;
8. Trafficking of persons;
9. Continuous trafficking of persons;
10. Continuous sexual abuse of young child or children;
11. Indecency with a child;
12. Improper relationship between educator and student;
13. Sexual assault;

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14. Aggravated assault;
15. Injury to a child, elderly individual, or disabled individual; and
16. Abandoning or endangering a child.

NON-TITLE V,
TEXAS PENAL
CODE

Subject to an individualized assessment, the following non-Title V, Texas Penal Code, offenses are also presumptively disqualifying:

1. Aggravated robbery;
2. Any felony where a deadly weapon was used or exhibited; and
3. Any felony related to the manufacture, delivery, or possession of marijuana, a controlled substance, or a dangerous drug, except that any person charged and convicted of felony possession of marijuana, which under current law would be a misdemeanor, shall be considered to have a misdemeanor conviction under this policy.

STRATEGIC
PARTNERSHIPS
DEPARTMENT

The Strategic Partnerships Department shall recruit, train, place, and coordinate volunteers to supplement, support, and enrich learning activities in the classrooms, school, and the District. Volunteers shall include parents, senior citizens, business and industry representatives, college and high school students, and church and club groups.

Volunteer projects shall remain flexible enough to adapt to the needs of individual schools and/or programs within the District.

In-service training for volunteers shall be conducted by specialists in each field.

EFFECTIVE DATE

This policy shall be effective as of the adoption date, November 13, 2015.