

A background image showing a group of children. On the left, a young girl with dark hair in two buns is smiling and waving. On the right, a young boy is looking towards the right. The background is a blurred outdoor setting.

A TRADITION OF EXCELLENCE FOR ALL



LYNCHBURG CITY SCHOOLS

SCHOOL VOLUNTEERS

Policy IICB-R & IICC-R

- OUR POLICY
- OUR RESEARCH
- OUR CONCLUSIONS
- OUR RECOMMENDATION
- WHAT MAY PARENTS DO?



SCHOOL VOLUNTEERS

OUR POLICY

2

Central components
to the policy

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SCHOOL VOLUNTEERS

OUR POLICY (component 1)

- A volunteer applicant will not be allowed to volunteer until the **background check** is complete and they have been approved in the Raptor system.
- If information received from the background check of a volunteer results in a discovery that an applicant is not suitable to serve as a volunteer in Lynchburg City Schools, a letter will be sent from the Superintendent's office notifying the building principal and the potential volunteer.
- All volunteers serve at the discretion of the Superintendent.
- Anyone convicted of a felony offense will be disqualified from volunteer activity. Anyone convicted of a misdemeanor may be disqualified depending upon the nature of the offense and/or volunteer activity.



SCHOOL VOLUNTEERS

OUR POLICY (component 2)

Volunteer assistant athletic coaches, and coaches paid by third party organizations, must be screened according to the procedures for all Lynchburg City Schools employees.



SCHOOL VOLUNTEERS

OUR RESEARCH

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Local and regional counties
& comparable cities

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OUR RESEARCH (counties)

Local County – *“do not allow convicted felons to be volunteers or chaperones”*

Local County – *“the school division may decline the services of any volunteer/chaperone for any reason”* (Policy IICB/IICC)

Local County – application reviewed at central office. Applicant self-reports convictions, criminal charges and DSS findings. *“... reserves the right to reject any applicant...”*

Local County – IICB/IICC policy - criminal background checks may be required; volunteers approved by the principal and principals have the authority to terminate the volunteer services; any volunteer may be subject to School Board approval.

County – *“We do not allow anyone with a felony conviction to volunteer or coach.”*

County - applicant self reports on conviction of a felony



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OUR RESEARCH (cities)

Local Comparative City – ... reserves the right at all times to refuse/terminate volunteer service. Applicant self reports on felonies, crimes of moral turpitude and crimes against children.

Comparative City – volunteers must be checked through the sex offender registry; applicant self reports on ‘crimes against children’

Comparative City – applicant self reports on felonies, misdemeanors, and crimes against children. “anyone convicted of a misdemeanor or felony offense, especially an offense against a minor, may be disqualified from volunteering”

Comparative City – volunteers may be subject to background, criminal record and reference checks to the same extent as school division employees.



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OUR RESEARCH (cities cont'd)

Comparative City - Human Resources conducts the complete background investigation for those volunteers that will be working unsupervised with students. Apply the same standard for employment (with respect to felonies) to approving volunteers. *“A volunteer may be removed from participation at any time (with or without cause).”*

Comparative City - anyone convicted of a misdemeanor offense, especially an offense against a minor, may be disqualified from volunteering ... Anyone convicted of a felony offense will not be eligible to volunteer with ...



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OUR CONCLUSIONS

1. No school division specifically endorses individuals with felony records to serve as volunteers
2. Self reporting takes away from consistent policy implementation and increases the risk of incomplete/inaccurate information.
3. Purpose of volunteer policy is to ensure student safety, community clarity, and individual fairness

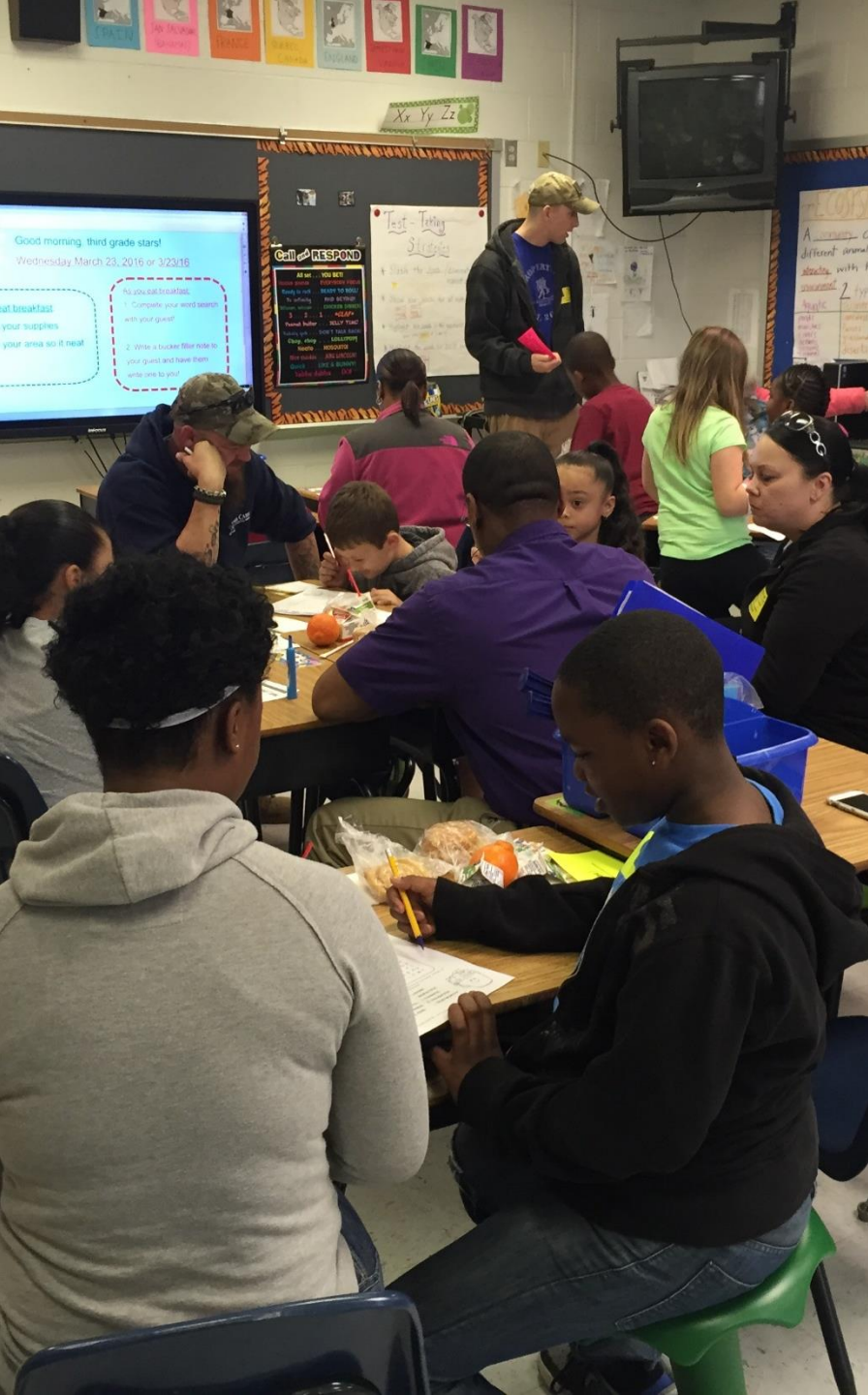


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OUR RECOMMENDATION

Revise Policy IICB-R & IICC-R as follows:

However, anyone who would be disqualified as a volunteer by virtue of their criminal record may request that the superintendent make an exception, who may grant the exception under whatever conditions he sets, if the following conditions are met: (1) the disqualifying conviction occurred more than 15 years before the date the exception is sought and the criminal background check reflects no other significant convictions; (2) no conviction was for a "barrier crime" as that term is defined in Va. Code Section 63.2-1719; and (3) in the sole discretion of the superintendent the person does not present a threat to the safety or welfare of the students in the program or activity for which the exception is sought. In the event the superintendent denies the request for an exception, the individual may appeal in writing within 15 days to the school board, and the school board will review and make a final determination within 30 days of the written appeal, or as soon thereafter as possible.



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WHAT PARENTS MAY DO?

(EVEN WITH FELONY RECORDS)

1. Lunch with their child
2. Awards assembly
3. Muffins for Moms/Donuts for Dads
4. Field Day
5. Evening school events
6. Book fair

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Policy IICB-R & IICC-R

www.lcsedu.net/community/volunteer

