

GRATUITOUS SERVICE EMPLOYEES

Individuals who are donating their services to the District shall be employed by the Governing Board on a gratuitous service basis to be covered under the District's workers' compensation insurance as volunteers.

With the exception of workers' compensation (Education Code Section 72401), gratuitous employees shall serve without any type of compensation or benefits and shall not be entitled to defense and indemnity from the District.

If a person is providing academic services on a gratuitous basis, he/she should be employed in accordance with the guidelines for employing temporary part-time faculty.

If a person is providing classified services on a gratuitous basis, he/she should be employed in accordance with the provisions for employing short-term classified employees.

Gratuitous employees who interact with students shall be required to provide a complete set of fingerprints for the purpose of running a criminal background check.

No person may serve as a gratuitous employee in the District if:

- He/she has been convicted of, or if, he/she has charges pending which pertain to any sex offense (as defined in Education Code section 87010), or controlled substance offense (as defined in Education Code section 87011).
- He/she has been convicted of a crime and District Human Resources determines that the nature of the crime is too serious to serve as a volunteer; the crime was too recent; and/or the crime is inconsistent with obligations in performing assigned duties as a volunteer.
- He/she has a health condition that would preclude him/her from satisfactorily performing essential duties of the position.
- He/she makes a false statement or omits a statement as to any material fact on the District's application form.

Education Code Section 88013