

Employees may not volunteer their time and service with this school district when the volunteer hours involve the same type of service which the employee is employed to perform for this district. In other words, employees may not volunteer to do what they are otherwise paid to do. Factors to consider include:

1. The duties of the employee; and
2. The facts and circumstances in each particular case, including whether the volunteer service is closely related to the actual duties performed by or responsibilities assigned to an employee.

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LEGAL REFERENCE:

Fair Labor Standards Act

29 USC Section 203(e)(4)(a)

29 CFR Section 553.103(a)

ADOPTED: September 23, 1998