

SUMMARY -- HB 404

Roger Koopman, HD 70

- (1) Allow a school district to use, when available, volunteer teachers, specialists and other helpers who would work at no compensation, provided said volunteers are fully qualified and, where applicable, meet all state certification requirements.
- (2) Transfer any monetary savings realized to the school's miscellaneous account, and authorize the school to use any portion of those funds for teacher pay enhancements, employee incentives, etc. at their discretion.
- (3) Provide Worker's Compensation insurance to all volunteer workers.
- (4) Provide a state tax deduction to volunteer workers in the amount of the salary saved.

COMMENT: Local schools often have a great opportunity to use qualified volunteers from the community for certain positions, thus freeing up funds for other purposes, while introducing some very special, highly skilled individuals into the school system. While many schools are using volunteers very successfully, other districts worry that this practice may not be state sanctioned, or might somehow violate their collective bargaining agreements. This bill assures schools that they may use volunteers however they wish. It provides maximum flexibility in the use of any savings derived from volunteers, while encouraging teacher pay increases, employee bonuses and performance incentives. Schools are assisted in recruiting qualified volunteers through a generous state tax deduction offered to these workers.

Note: This measure does not interfere with collective bargaining contracts in any way. Volunteers are simply a "value add" to the school district, that can benefit teachers with higher pay, students with courses that might otherwise not be taught, and services to the school for which budgeted dollars are not available. Everyone benefits in what is truly a "win-win" proposition. Voluntarism is America showing its very best face. It is a great lesson and a great example for our children. It belongs in our schools.