

POLICY

1999

7450

Students

SUBJECT: EMPLOYMENT OF STUDENTS OF MINOR AGE

A student's work hours shall be in accordance with all applicable federal and state laws and regulations as well as requirements established by the School District.

For minors who are younger than fourteen years of age, their employment shall be governed in accordance with applicable laws.

When school is in session, minors fourteen and fifteen years of age may not be employed more than three hours on any school day; more than eight hours on any day when school is not in session; more than eighteen hours a week; more than six days a week; or after 7 p.m. or before 7 a.m.

Sixteen (16) and seventeen (17) year olds may work when school is in session until 10:00 p.m. on any day preceding a school day. However, students sixteen or seventeen years of age may work until midnight on any day preceding a school day provided the employer receives and maintains both the written consent of the student's parent/legal guardian and a certificate of satisfactory academic standing which shall be provided to the employer of the end of each marking period by the District. Before issuing a certificate of satisfactory academic standing, the administration shall ensure that students are afforded all rights, including the right of consent, in complying with disclosure of student records and information under the Federal Family Educational Rights and Privacy (FERPA).

Education Law Sections 806 and 3215 et seq.
Labor Law Sections 142-143, 161-162 and 170
8 NYCRR Sections 141.8, 141.9 and 190-192
Family Educational Rights and Privacy Act of 1974
20 United States Code (U.S.C.)
Section 1232(g)

Adopted: 6/16/99