

RSU #63

- a. NEPN/NSBA Code:** **JO**
- b. Title:** **Employment of Students**
- c. Author:**
- d. Replaces Policy:**
- e. Date Approved:** **02/27/2017 RSU #63**
- f. Previously Approved:** **11/01/2004**
- g. Policy Expiration:** **Review as Needed**
- h. Responsible for Review:** **Superintendent & Policy Committee**
- i. Date Reviewed:** **01/09/2017 Superintendent**
01/09/2017 Policy Committee
- j. References:** **26 MRSA §§ 664, 702, 704, 771, 773-775**
Maine Bureau of Labor Standards
- k. Narrative:**

The RSU 63 Board of Directors (the Board) recognizes that Maine statutes restrict the work hours of students enrolled in school who are aged 16 and under.

- I.** The law authorizes the Superintendent/designee to issue work permits to minors 16 and under after a job has been offered and the student provides a birth record, to verify his/her age. Certain conditions apply, including:
 - A.** the student is enrolled in school,
 - B.** the student is not habitually truant,
 - C.** the student is not under suspension,
 - D.** the student is currently passing a majority of courses.
- II.** The student cannot perform any work (employment) until the permit is approved by the Maine Bureau of Labor Standards. The employer must have the stamped approved work permit on file before allowing any minor under 16 to perform employment work.
- III.** Permits may be revoked by the Superintendent if these conditions are not maintained.
- IV.** The Board believes there is a need for balance between work and school which requires the student is sufficiently mature to realize the priority of maintaining good academic standards and physically capable of balancing the demands of employment with the rest and time needed to be prepared for his/her academic responsibilities.
- V.** The Board directs RSU 63 personnel to work closely with parents, businesses, and employers of students in the best interest of the student's academic success.