

Students

Work Permits

Employment of Students

The Board of Education recognizes the employment of students as an educational experience in the world of work. Such experience includes (1) general employment of students inside or outside of school in which students obtain their own employment or are aided by placement services of the guidance department and the department of vocational education; and (2) specific employment of students in state-approved training stations as part of funded work-study or vocational-study related programs as an extension of the cooperative work educational classroom activities.

Inasmuch as the state/federal governments regulate the employment of students under Child Labor Provisions of the Fair Labor Standards Act, the local school system shall abide by such regulations as established under the State Department of Labor.

Legal Reference: Connecticut General Statutes

10-193 Certificate of age of minors in certain occupations

10-194 Penalty

10-195 Evidence of age

10-197 Penalty for employment under fourteen

10-198 False statement as to age

Policy adopted: January 11, 2005

HAMDEN PUBLIC SCHOOLS
Hamden, Connecticut

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Student In-School Employment. Part-time school jobs shall be open to students ages fifteen and over in keeping with their abilities and needs of the school for student help.

Student After-School Employment. If students need to work while attending school, guidance personnel shall make efforts to help them obtain employment. However, they shall be cautioned against assuming work commitments that will interfere with their studies and achievements in school. Students must be sixteen years of age or older to work in any "manufacturing mechanical, or barber shop." Students must be fifteen years of age or older to work in any "mercantile-establishment."

Working Papers for Minors. Minors (15-18) receive employment certificates from the Superintendent of Schools or his designated agent in the town or city in which they live. The High School Principal is the designated agent in the district. Working papers are processed after school hours during school days and from 8:00 a.m. - 12:00 noon during the summer and school vacations. The high school issues working papers only to resident students in the town. If a Connecticut resident secures employment in another state, that state issues the papers. If a resident of another state works in Connecticut, that person may obtain the Connecticut certificate with the "promise to work" paper and proof of residency.

Evidence of Age. Applicants must appear in person, have evidence of age, and a written promise of employment. Satisfactory evidence of age can be shown by: Birth Certificates, Driver's Licenses, Baptismal Certificates, Service I.D.'s and (as a last resort) Information on School District Cumulative Records.

Written Promise of Employment. The written promise of employment is issued by the employer and must state exactly and specifically what the job is and must be signed by an officer of the employer. This form should be examined very carefully and if any changes or alterations appear, they should be verified with the employer. A state "promise of employment" form is generally used, but a written promise of employment on letterhead paper or regular stationery from an employer is acceptable.

Working Papers. Working papers are made out in triplicate. One copy for the minor, one copy for the employer, and the original for school files. It should be signed, not typed, in the appropriate place by issuing officer. Records may be destroyed when the minor reaches 18 years of age.

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The Superintendent, or an agent designated by the Superintendent shall, upon application and in accordance with procedures established by the State Board of Education, furnish a certificate of age of any student to an employer wishing to employ said student.

Legal Reference: Connecticut General Statutes

10-193 Certificate of age of minors in certain occupations.

10-194 Penalty.

10-195 Evidence of age.

10-197 Penalty of employment of children under fourteen.

10-198 False statement as to age.