

## 481 - STUDENT WORK LIKE ACTIVITIES

The School District of Auburndale realizes that preparing students for success often involves the exploration of work like experiences. The District supports these endeavors and encourages students to utilize opportunities within the District to explore work like options as they become available.

In accordance with state child labor regulations (DWD 270.085 of the Wisconsin Administrative Code, effective 11/01/01, 2001), a student may perform work like activities in his/her own elementary or secondary school under certain conditions without it constituting employment.

Specifically, a student may perform work like activities in his/her school, with or without compensation, if the following conditions are met:

1. The student helps in the school cafeteria, cleans a classroom, acts as a hall monitor or performs minor clerical work in the school office or library.
2. The student may perform the activities listed in item (1) for periods of one hour or less on days that school is in session. The student may perform these activities for longer periods on days that school is not in session but may not perform the activities for longer hours on more than a few consecutive days. The annual total time that the student performs these activities shall not exceed the equivalent of one hour per school day in any school budget year.
3. The student is supervised by an adult.
4. The student does not displace a regular employee or reduce previously existing employment opportunities by performing work that would otherwise be performed by regular employees.

A student may perform work like activities, other than those listed in item (1) above, if the following conditions are met:

1. The activity is basically educational and is conducted primarily for the benefit of the student.
2. The time in attendance at school, plus the time spent at the activity, does not exceed the time that the student would be required to attend school under a normal academic schedule by more than one hour per day.
3. The student is supervised by an adult.
4. The student does not displace a regular employee or reduce previously existing employment opportunities by performing work that would otherwise be performed by regular employees.

Adopted: October 17, 2001

Revised: December 21, 2016, August 19, 2020