

[Preview attachment Child Labor Provisions of the Fair Labor Standards Act \(FLSA\) for Nonagricultural Occupations | U.S..html](#)

1) Do students have to have less than 30 hours: **No, as they are Temporary/Seasonal Employees. I asked our insurance provider to respond to this.**

From Leavitt: Our attorney did share: There shouldn't be a need to do a formal measurement or manage stability periods as long as the district has some controls in place (e.g. no student works more than 6 months, students are terminated from the payroll system at the end of the summer, students are not rehired unless there has been a 26 week break in service). Seasonal students should know when they are hired that they are not eligible for benefits unless they qualify under the 12-month measurement period

2) Do we have to create positions that are temporary for students? **We have not done so in the past that I can find. We have student workers on our temporary employment compensation schedule. Other positions on the compensation schedule are not re-created each year. An example is our WIDA assessors, substitutes and cultural consultants.**

3) In the past have we created positions for Eekahkimaht and BAWAP students? **See above. These are also on the temporary employment schedule. If they are full time positions employed throughout the year, then we should create the positions.**

4) What are the wage and hour laws for students? (see attached). **We pay them minimum wage as per our temporary compensation schedule. Hours and restrictions are in the attached document from the Department of Labor**

5) Question about the hiring of an existing employee for next year, we were asked if we had to re drug test and do the background check for an existing employee?

As an employee who is being re-hired for the same position we would not re-do the drug and background check. We do not do a UA and background check for any employee hired year to year. We do it for the subs as they are temporary employees who reapply each year.

Corrina L. Guardipee-Hall ED.S.
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Superintendent

"In the course of making decisions, ask yourself what is best for kids!"