



Pasco County Schools

Kurt S. Browning, Superintendent of Schools
7227 Land O' Lakes Boulevard • Land O' Lakes, Florida 34638

MIS Form #421
Rev. 09/2024

Application For Waiver of Florida Child Labor Law For Minors (under 18 years of age) enrolled in Pasco County Public Schools

Student's Name: _____

Address: _____ FL _____

City _____ Zip code _____

SS# _____ / _____ / _____ Phone Number: () _____

DOB: _____ School: _____

Current Employer: _____

A partial waiver is requested for:

- Work up to 18 hours/week (14-15 yr. olds)
- Work up to 40 hours/week (16-17 yr. olds)
- Work during school hours (16-17 yr. olds)
- Work past 11:00 p.m. on days preceding school days (16-17 yr. olds)

Reason for Waiver: (THIS SECTION MUST BE COMPLETED)

- Financial Hardship (attach documentation of a notarized letter from parent or guardian)
- Medical Hardship (attach documentation of a letter from a doctor or therapist)
- Court Order (attach copy of court documents)

_____/_____/_____
Signature of Student Date

_____/_____/_____
Signature of Parent/Guardian Date

_____/_____/_____
Signature of Principal or Designee Date

**Once signed by all parties listed above, please send to:
Melissa Musselwhite, Director, Student Support Programs and Services**

Check One: Approved Not Approved

_____/_____/_____
Signature Date
Melissa Musselwhite, Director, Student Support Programs and Services

**Expiration Date: One year from date of approval.
Copy Distribution: Student/Parent, District Office, School-Cum Folder, Employee**

The 2014 Florida Statutes

TITLE XXXI LABOR

CHAPTER 450 MINORITY LABOR GROUPS

450.081 Hours of work in certain occupations.

(1)(a) Minors 15 years of age or younger shall not be employed, permitted, or suffered to work before 7 a.m. or after 7 p.m. when school is scheduled the following day or for more than 15 hours in any one week. On any school day, minors 15 years of age or younger who are not enrolled in a career education program shall not be gainfully employed for more than 3 hours, unless there is no session of school the following day.

(b) During holidays and summer vacations, minors 15 years of age or younger shall not be employed, permitted, or suffered to work before 7 a.m. or after 9 p.m., for more than 8 hours in any one day, or for more than 40 hours in any one week.

(2) Minors 16 and 17 years of age shall not be employed, permitted, or suffered to work before 6:30 a.m. or after 11:00 p.m. or for more than 8 hours in any one day when school is scheduled the following day. When school is in session, minors 16 and 17 years of age shall not work more than 30 hours in any one week. On any school day, minors 16 and 17 years of age who are not enrolled in a career education program shall not be gainfully employed during school hours.

(3) Minors 17 years of age or younger shall not be employed, permitted, or suffered to work in any gainful occupation for more than 6 consecutive days in any one week.

(4) Minors 17 years of age or younger shall not be employed, permitted, or suffered to work for more than 4 hours continuously without an interval of at least 30 minutes for a meal period; and for the purposes of this law, no period of less than 30 minutes shall be deemed to interrupt a continuous period of work.

(5) The provisions of subsections (1)-(4) shall not apply to:

(a) Minors 16 and 17 years of age who have graduated from high school or received a high school equivalency diploma.

(b) Minors who are within the compulsory school attendance age limit who hold a valid certificate of exemption issued by the school superintendent or his or her designee pursuant to the provisions of s. [1003.21\(3\)](#).

(c) Minors enrolled in a public educational institution who qualify on a hardship basis such as economic necessity or family emergency. Such determination shall be made by the school superintendent or his or her designee, and a waiver of hours shall be issued to the minor and the employer. The form and contents thereof shall be prescribed by the department.

(d) Children in domestic service in private homes, children employed by their parents, or pages in the Florida Legislature.

(6) The presence of any minor in any place of employment during working hours shall be prima facie evidence of his or her employment therein.

History.—s. 1, ch. 28240, 1953; s. 24, ch. 57-1; s. 6, ch. 57-224; s. 6, ch. 61-182; ss. 17, 35, ch. 69-106; s. 1, ch. 73-283; s. 2, ch. 75-195; s. 6, ch. 81-192; s. 1, ch. 86-13; s. 12, ch. 91-147; s. 170, ch. 97-103; s. 137, ch. 2000-165; s. 1009, ch. 2002-387; s. 81, ch. 2005-2.