



CIVIC ENGAGEMENT AND VOTER PROTECTION

YOUTH POLL WORKER TOOLKIT

INTRODUCTION

Voting is a fundamental right, and open and accessible elections are key to protecting your right to vote. Unfortunately, many precincts during elections experience problems such as long lines, confusion over ID requirements, and provisional ballot issues. Well-prepared and well-trained poll workers can sometimes help with those problems.

By having poll workers ensure open and accessible elections, Democrats can take back the White House and Senate. But we need your help. Many states allow high school and college students, including sixteen- and seventeen-year-olds to become poll workers. We hope you can offer your own time to be a poll worker in 2019 and 2020.

POLL WORKER RESPONSIBILITIES AND COMPENSATION:

Poll worker responsibilities may include but are not limited to: setting up the voting equipment, checking in voters, processing ballots, assisting voters with accessibility issues, and closing down/securing the voting site at the end of the day. Some counties also require attending poll worker training. Please contact your county board of elections office for a complete list of responsibilities.

Depending on where you live, you may be eligible for a stipend ranging from \$65 to \$200.

POLL WORKER QUALIFICATIONS :

STATE-BY-STATE DIFFERENCES FOR HIGH SCHOOL STUDENTS

The following will detail differences by state for high school students. College students over the age of eighteen typically have the same eligibility as other residents over the age of eighteen. Counties may have additional qualifications. Please check in with your local county board of elections for more detailed information.

Unless otherwise noted in the following table, student poll workers will also receive compensation. Positions can also vary (e.g. registration official, vote counter, etc.) based on the state or county. Not all states call their election administrators poll workers. Your state may use the term “poll official,” “election official,” or “election judge.” Please check with your county board of elections office for additional information as youth poll working may differ between counties as well.

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State	Conditions
Alabama	<p>Effective September 1, 2019, persons under the age of eighteen can serve as unpaid intern poll workers. You must be:</p> <ul style="list-style-type: none"> • Age of sixteen or older • Recommended by a principal or other school official, or by the individual responsible for the student's home instruction program. • A resident of the county or municipality for which the appointment is made • Enrolled as a junior or senior or the equivalent in a public high school, an accredited private high school or a home instruction program or be enrolled in a two-year or four—year institution of higher education. • Student poll workers over the age of eighteen will receive compensation as election officials <p><i>Ala. Code §17-6-1, Ala. ACT #2019-476</i></p>
Alaska	<ul style="list-style-type: none"> • Age of sixteen or older • Enrolled in a public or private high school program or homeschooled by a parent or legal guardian • In “good academic standing” • U.S. citizen • Willing to work on Election Day and attend paid election worker training • Written permission from a parent or legal guardian. <p><i>Alaska Stat. § 15.10.108</i></p>
Arizona	<ul style="list-style-type: none"> • Age sixteen or older • U.S. citizen • Written parental permission • Undergo training • Will have an excused absence from school <p><i>Ariz. Rev. Stat. § 16-531(F)-(H)</i></p>
Arkansas	<ul style="list-style-type: none"> • Poll workers under the age of eighteen are referred to as election pages • Will be excused from school while working • Under the direct supervision of the election officials at their assigned polling place • Must complete training • Election pages are volunteer positions and do not receive any compensation Student poll workers over the age of eighteen will receive compensation as election officials <p><i>Ark. Code. Ann. §7-4-116, § 7-4-117</i></p>

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<p>California</p>	<ul style="list-style-type: none"> • Age sixteen or older • U.S. citizen or a legal permanent resident of the U.S. as defined in Section 101(a)(20) of the federal Immigration and Nationality Act (8 U.S.C. Sec. 1101 (a)(20)). • In good academic standing attending a public or private secondary educational institution • Grade point average of at least 2.5 on a 4.0 scale. <p><i>Cal. Elec. Code § 12302</i></p>
<p>Colorado</p>	<ul style="list-style-type: none"> • Age sixteen older • U.S. citizen or will be a citizen by Election Day • Physically and mentally able to perform and complete the assigned tasks • Must attend a class of instruction concerning the tasks of an election judge prior to each election • Have never been convicted of election fraud, any other election offense, or fraud • Not in a relationship with a candidate on the ballot • Either a junior or senior in good academic standing attending a public or private secondary educational institution or being home-schooled • Consent from a parent or legal guardian <p><i>Colo. Rev. Stat. § 1-6-101</i></p>
<p>Connecticut</p>	<ul style="list-style-type: none"> • Age sixteen or older • U.S. citizen • Must attend poll worker training • Must receive the written permission of a parent, guardian or the principal of the school that the citizen attends if Election Day takes place during school <p><i>Conn. Gen. Stat. § 9-235d</i></p>
<p>Delaware</p>	<p>Political parties or the Delaware Department of Elections can nominate full time students to serve as poll workers if they will be:</p> <ul style="list-style-type: none"> • Sixteen by November 1 in the year of the general election • Delaware residents • Have the signed permission of their parent and principal <p>There are limits on the number of students that can serve per district. Political appointees are given priority</p> <p>The Department of Elections can appoint students younger than 18 enrolled at least half-time at colleges or universities in the county they will serve, if they present authorization from a faculty member or dean</p> <p><i>15 Del. Code § 4701(a)(1)-(2)</i></p>
<p>Florida</p>	<ul style="list-style-type: none"> • Age sixteen or older • Pre-registered to vote in the county in which they are appointed • Able to read and write the English language <p><i>Fla. Stat. § 102.012(2)</i></p>

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Georgia	<ul style="list-style-type: none"> • Age sixteen or older • Must be a full-time public, private, or home schooled high school student • U.S. citizen • Have a Georgia driver's license or Georgia state-issued identification card • Demonstrated “age-appropriate academic ability for the previous school year” • Have a history of responsible school and community behavior • Have written permission of his or her parent or legal guardian and such other documentation as may be required by the local board of education or election superintendent • Will be given full credit for the school day during which they served as poll workers • A parent, spouse, child, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, or sister-in-law of a candidate may not serve as a poll officer in any precinct in which such candidate's name appears on the ballot in any primary or election. <p><i>GA Code § 21-2-92</i></p>
Hawaii	<p>Political parties or the Chief Election Official can appoint student poll workers if they are:</p> <ul style="list-style-type: none"> • Age sixteen or older on or before June 30 of the election year • Registered or pre-registered voter in Hawaii • Able to read and write English <p><i>Haw. Rev. Stat § 11-72</i></p>
Idaho	<ul style="list-style-type: none"> • Age sixteen or older by Election Day • U.S. citizen <p><i>Idaho Code § 34-303(4)</i></p>
Illinois	<ul style="list-style-type: none"> • High school senior or junior in good standing • Maintain at least a 3.0 GPA on a 4.0 scale • U.S. citizen by the next election • Able to speak, read and write English fluently • Complete a training course • Have written consent from your principal and a parent or legal guardian. <p><i>10 ILCS 5/13-4(b)</i></p>
Indiana	<ul style="list-style-type: none"> • Age sixteen or older • U.S. citizen • Have a GPA of at least 3.0 on a 4.0 scale • Have written approval of the principal of the school the student attends at time of appointment or if home-schooled, approval of the individual responsible for education • Have consent from the individual's parent or legal guardian • Have completed any training required by the county election board <p><i>Ind. Code §3-6-6-39</i></p>

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Iowa	<ul style="list-style-type: none">• Age seventeen or older• U.S. citizen• In good standing and enrolled in a public or private secondary school in Iowa• Attends classes in at least four subjects (eligible subjects are language arts, social studies, mathematics, science, health, physical education, fine arts, foreign language, and career and technical education)• Have the written approval of the principal of the secondary school the student attends.• Have the written approval of a parent or legal guardian.• Completed the training course for election officials.• Must declare a political affiliation in writing <i>IA. Code Ann. § 49.13(6)</i>
Kansas	<ul style="list-style-type: none">• Age sixteen or older years of age• Have a letter of recommendation from a school teacher, counselor or administrator <i>Kan. Stat. Ann. § 25-2804(b)</i>
Kentucky	<ul style="list-style-type: none">• Age seventeen and will be eighteen on or before Election Day• U.S. citizen <i>Ky. Rev. Stat. Ann. § 117.045(9)</i>
Louisiana	<ul style="list-style-type: none">• Age seventeen or older• Enrolled in:<ul style="list-style-type: none">○ the twelfth grade of any Louisiana public high school or state-approved nonpublic high school;○ a homeschool equivalent;○ have received a diploma; or○ received a GED <i>La. Rev. Stat. Ann. §425(B)(5)</i>
Maine	<ul style="list-style-type: none">• Age seventeen or older• Can be appointed by municipal officers or nominated by political parties <i>21-A M.R.S.A. §503(2)(C)</i>
Maryland	<ul style="list-style-type: none">• Age sixteen or older• Pre-registered or registered to vote• Have permission from a parent or legal guardian <i>Md. Elect. Law Ann. §10-202(2)(ii)</i>

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Massachusetts	<ul style="list-style-type: none">• Age sixteen or older• U.S. citizen• Able to speak, read and write the English language• Have permission from a parent or guardian• Have permission from their school• Must attend required training sessions• Can be counted toward community service hours <i>Mass. Gen. Laws ch. 54, §11B</i>
Michigan	<ul style="list-style-type: none">• Age sixteen or older• Michigan resident for at least 30 days <i>Mich. Comp. Laws § 168.677(4)</i>
Minnesota	<ul style="list-style-type: none">• Age sixteen or older• Enrolled in an MN high school or homeschool• Have parental and principal permission• Must attend required training <i>Minn. Stat. § 204B.19 (6)</i>
Mississippi	<ul style="list-style-type: none">• Age sixteen or older• Be recommended by a principal or other school official, or the person responsible for the student's homeschooling• Enrolled as a junior or senior in a public high school, an accredited private high school or in a homeschooling program or be enrolled in a junior college or a college or university <i>Miss. Code Ann. §23-15-240</i>
Missouri	<ul style="list-style-type: none">• Enrolled in the 10th grade or higher• “Have demonstrated age-appropriate academic ability and demeanor”• Able to speak, read and write the English language <i>Mo. Rev. Stat. § 115.104</i>
Montana	No provision for students younger than eighteen to serve as poll workers. Poll workers must be <ul style="list-style-type: none">• Age eighteen or older• U.S. citizen• Registered to vote <i>MT Code § 13-4-107</i>
Nebraska	<ul style="list-style-type: none">• Age sixteen or older• U.S. citizen <i>Neb. Rev. Stat. § 32-223(5)</i>

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Nevada	<ul style="list-style-type: none">• Age sixteen or older• U.S. citizen• Nevada resident and a resident of the county in which the student serves• Enrolled in high school• Have parental and school permission• Attend training <i>Nev. Rev. Stat. Ann. § 293.2175</i>
New Hampshire	<ul style="list-style-type: none">• Age seventeen or older• U.S. citizen <i>N.H. Rev. Stat. Ann. § 658:7-a</i>
New Jersey	<ul style="list-style-type: none">• Age sixteen or older• U.S. citizen and resident of this State• Attends a secondary school or has graduated or has passed their GED• Has permission of their parent or guardian to serve <i>N.J. Stat. Ann. § 19:6-2</i>
New Mexico	<ul style="list-style-type: none">• Age sixteen or older• U.S. citizen• Have the permission of a parent or legal guardian• Enrolled in a school <i>NM ST § 1-2-7</i>
New York	<ul style="list-style-type: none">• Age seventeen or older• Enrolled in a school district <i>N.Y. Elec. Law § 3-400(8)</i>
North Carolina	<ul style="list-style-type: none">• Age seventeen or older• Enrolled in secondary school or homeschool• Have an “exemplary” academic record• Have the recommendation of their school principal• Have parental permission <i>N.C. Gen. Stat. §163-42.1</i>
North Dakota	<ul style="list-style-type: none">• Age sixteen or older• U.S. citizen• Have lived in the precinct at least 30 days before the election• In good standing at a secondary school institution of higher education or have a GED <i>N.D. Cent. Code § 16.1-05-02(b) &(c) & (d)</i>

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Ohio	<ul style="list-style-type: none"> • Age seventeen or older • In their senior year of high school • Must declare a party affiliation <i>Oh. Rev. Code §3501.22.</i>
Oklahoma	<ul style="list-style-type: none"> • No provision for students younger than eighteen to serve as poll workers. Poll workers must be • Age eighteen or older • U.S. citizen • Registered to vote in Oklahoma with a party affiliation. <i>26 OK Stat § 26</i>
Oregon	Oregon conducts all elections by mail and uses few traditional poll workers.
Pennsylvania	<ul style="list-style-type: none"> • Age seventeen or older • Resident of the county in which the student serves • Enrolled in a secondary school with an “exemplary” academic record • Must have principal and parental consent. <i>25 P.S. § 2672(b)</i>
Rhode Island	<ul style="list-style-type: none"> • Age sixteen or older • Must have written parental and principal consent sent to the Secretary of State <i>R.I. Gen. Laws § 17-19-23.3</i>
South Carolina	<ul style="list-style-type: none"> • Age sixteen or older • U.S. citizen • Must complete required training <i>S.C. Code Ann. § 7-13-110</i>
South Dakota	<ul style="list-style-type: none"> • No provision for students younger than eighteen to serve as poll workers. Poll workers must be: • Age eighteen or older • U.S. citizen • Registered South Dakota voter <i>SD Codified L § 12-15-1</i>
Tennessee	<ul style="list-style-type: none"> • Age seventeen or older • Resident of the county where the student serves • Will have an excused absence <i>Tenn. Code Ann. § 2-4-103(e)</i>
Texas	<ul style="list-style-type: none"> • Age sixteen or older • Enrolled in school • Have school and parental permission <i>Tex. Elec. Code §32.0511</i>

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Utah	<ul style="list-style-type: none">• Age sixteen or older• Enrolled in school <i>Utah Code § 20A-5-601</i>
Vermont	<ul style="list-style-type: none">• Age sixteen or older <i>Vt. Stat. Ann. tit. 17, § 2454(a)</i>
Virginia	<ul style="list-style-type: none">• No provision for students younger than eighteen to serve as poll workers. Poll workers must be:• Age eighteen or older• U.S. citizen• Registered Virginia voter <i>VA Code § 24.2-115</i>
Washington	Washington is primarily a vote by mail state.
West Virginia	<ul style="list-style-type: none">• Age sixteen or older• Must be able to read and write the English language;• May not be a candidate on the ballot or an official write-in candidate in the election for any office, other than for district, county, or state political party executive committee;• May not be the parent, child, sibling, or spouse of a candidate on the ballot for any office, other than for district, county, or state political party executive committee, or an official write-in candidate for any office, other than for district, county, or state political party executive committee, in the precinct where the official serves;• May not be a person prohibited from serving as an election official pursuant to any other federal or state statute; and• May not have been previously convicted of a violation of any election law. <i>W. Va. Code § 3-1-29(a)(5)</i>
Wisconsin	<ul style="list-style-type: none">• Age sixteen or older• Enrolled in secondary school with a GPA of at least 3.0• Have parent and principal approval <i>Wis. Stat. § 7.30(2) (am); § 7.30(6) (am)</i>
Wyoming	<ul style="list-style-type: none">• Age sixteen• Meet all other qualifications of an elector <i>Wyo. Stat. Ann. § 22-8-102</i>
District of Columbia	<ul style="list-style-type: none">• Age sixteen or older• Enrolled in or graduated from high school or an institution of higher education <i>D.C. Code § 1-1001.05(e)(4)</i>

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Territory	Conditions
American Samoa	No provision for students younger than eighteen to serve as poll workers. Poll workers must be: <ul style="list-style-type: none">• Age eighteen or older• U.S. citizen• Registered to vote <i>A.S.C.A. § 6.0402</i>
Guam	No provision for students younger than eighteen to serve as poll workers. Poll workers must be: <ul style="list-style-type: none">• Age eighteen or older• U.S. citizen• Registered to vote <i>3 GCA § 4105</i>
Puerto Rico	No provision for students younger than eighteen to serve as poll workers. Poll workers must be: <ul style="list-style-type: none">• Age eighteen or older• U.S. citizen• Registered to vote <i>16 L.P.R.A. § 171</i>
U.S. Virgin Islands	No provision for students younger than eighteen to serve as poll workers. Poll workers must be: <ul style="list-style-type: none">• Age eighteen or older• U.S. citizen• Registered to vote <i>18 V.I.C. § 152</i>

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