

**Work Permits**

The Superintendent and Board of Education recognize that part-time employment can provide students with income as well as job experience that can help them develop appropriate workplace skills and attitudes. Upon obtaining an offer of employment, Office of Education students who are minors shall obtain work permits from the Superintendent or designee in accordance with law, regardless of whether the employment will occur when school is in session and/or not in session.

In determining whether to grant or continue a work permit, the Superintendent or designee shall consider whether employment is likely to significantly interfere with the student's schoolwork. Students granted work permits must demonstrate satisfactory school attendance and academic progress. On a case-by-case basis, the Superintendent or designee may approve a maximum work hour limit that is lower than the limit specified in law and administrative regulation.

Students with work permits may be exempted from attendance in a full-time day school provided they attend part-time classes. (Education Code 48230)

Work permits shall be limited to part-time employment as defined by law, except when the Superintendent or designee determines that circumstances warrant the granting of a permit for full-time employment.

Any student authorized to work full time when school is in session shall be enrolled in part-time continuation classes. A student age 14 or 15 who receives a permit to work full time shall also be enrolled in a work experience education program. (Education Code 49130, 49131, 49135)

The Superintendent or designee shall revoke the work permits of pupils who violate conditions of their work permits or whose health, attendance, or school work is adversely affected.

No permit shall be revoked without first notifying a parent or guardian in writing of the impending revocation together with the reason. The notice shall note that the recipient may request an appointment to challenge the proposed revocation.

Pupils may be present with their parents or guardians at meetings with school officials to discuss impending work permit revocations.

*Legal Reference:**EDUCATION CODE**48230 Exemption from full-time school attendance for students with work permits**48231 Exemption from compulsory attendance for students entering attendance area near end of term**49100-49101 Compulsory attendance**49110-49119 Permits to work*

## Students

## Board Policy 5113.1(b)

*49130-49135 Permits to work full time*  
*49140-49141 Exceptions*  
*49160-49165 Employment of minors; duties of employers*  
*49180-49183 Violations*  
*51760-51769.5 Work experience education*  
*52300-52499.66 Career technical education*  
*LABOR CODE*  
*1285-1312 Employment of minors*  
*1391-1394 Working hours for minors*  
*CODE OF REGULATIONS, TITLE 5*  
*16023-16027 District records, retention and destruction*  
*CODE OF REGULATIONS, TITLE 8*  
*11701-11707 Prohibited and dangerous occupations for minors*  
*11750-11763 Work permits and conditions, minor employed in entertainment industry*  
*CODE OF FEDERAL REGULATIONS, TITLE 29*  
*570.1-570.129 Child labor regulations*  
*ATTORNEY GENERAL OPINIONS*  
*18 Ops.Cal.Atty.Gen. 114 (1951)*  
*Management Resources:*  
*CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS*  
*Work Permit Handbook for California Schools: Laws and Regulations Governing the*  
*Employment of Minors*