

## **STUDENTS**

### **SUBJECT: Work Permits**

The County Board of Education and County Superintendent of Schools recognize that many students hold part-time jobs. Part-time jobs can give students needed supplementary income, valuable work experience, and enhanced self-esteem.

The Board and Superintendent also recognize that all school-aged persons should acquire an education and that work permit laws exist to prevent outside employment from impairing a student's health and educational progress. In accordance with law, students must obtain work permits from school authorities before accepting employment.

The County Superintendent or designee shall issue work permits only as allowed by law and only to the extent that outside employment will not significantly interfere with the student's schoolwork or jeopardize his/her health. Students granted work permits must demonstrate and maintain satisfactory grades.

(cf. 5121 - Grades/Evaluation of Student Achievement)

Work permits for students who are ages 14-17 shall be limited to part-time employment as defined by law and administrative regulation, except when the County Superintendent or designee determines that circumstances warrant the granting of a permit for full-time employment.

Students 16 or 17 years of age shall be granted approval to work more than 20 hours a week only when justified by unusual circumstances which shall be stated on the work permit.

Students with work permits may be exempted from attendance in a full-time day school, provided they attend part-time classes. Students granted permits for full-time employment shall be enrolled in part-time continuation classes. (Education Code 48230, 49135)

(cf. 5112.1 - Exemptions from Attendance)

#### 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

49110-49119 Permits to work

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Adopted: 7-16-80

revised: 11-15-89

revised: 9-20-00

revised: 8-15-07

49130-49135 Permits to work full time  
49140-49141 Exceptions  
49160-49165 Employment of minors; duties of employers  
49180-49183 Violations  
LABOR CODE  
1285-1312 Employment of minors  
1391-1394 Working hours for minors

Management Resources:

CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS

Work Permit Handbook for California Schools, 2003

CALIFORNIA DEPARTMENT OF INDUSTRIAL RELATIONS PUBLICATIONS

Child Labor Laws, 2000

WEB SITES

California Department of Education, Work Experience Education:

<http://www.cde.ca.gov/ci/ct/we>

California Department of Industrial Relations: <http://www.dir.ca.gov>