

WORK PERMITS

Note: The following optional policy may be revised to reflect district practice. Education Code 49160 requires all minors to obtain a work permit issued by the proper educational officers in order to accept employment, even for periods when school is not in session. See the accompanying administrative regulation for further information about the conditions under which a work permit is required and the process for issuing permits.

The Governing Board recognizes 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, district 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.

(cf. 6178 - Career Technical Education)

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

(cf. 5112.1 - Exemptions from Attendance)

Note: Education Code 49130-49135 specify circumstances under which students between the ages of 14 and 18 may receive a permit to work full time.

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)

(cf. 6178.1 - Work Experience Education)
(cf. 6184 - Continuation Education)

Legal Reference: (see next page)

WORK PERMITS (Continued)

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*

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, 2007

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 Education, Office of Regional Occupational Centers and Programs and Workforce Development: <http://www.cde.ca.gov/ci/ct/wd>

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