

# Ceres USD

## Board Policy

### Work Permits

BP 5113.2

#### Students

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)

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 and maintain a 2.0 grade point average and satisfactory school attendance. 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. **On a case-by-case basis, the Superintendent or designee may approve a provisional work permit for a student with less than a 2.0 grade point average who is on track to graduate.**

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

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)

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:

## 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>

## Policy CERES UNIFIED SCHOOL DISTRICT

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