

Students

Work Permits

The Governing Board recognizes that part-time employment can provide students with income, job experience, and valuable life skills and should be permitted to the extent that such employment does not interfere with a student's education. Before accepting any offer of employment, district students who are minors shall obtain work permits from the Superintendent or designee, regardless of whether the employment will occur when school is in session and/or not in session, unless otherwise exempted by law. (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 shall be required to demonstrate and maintain a 2.0 grade point average and satisfactory school attendance, except during periods of extended school closure due to an emergency as described in Education Code 49200 and the accompanying administrative regulation. 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. (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-Based Learning), (cf. 6184 - Continuation Education)

Legal Reference:

EDUCATION CODE

48230 Exemption from full-time school attendance for students with work permits

Students

Work Permits (continued)

Legal Reference:

EDUCATION CODE (continued)

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
49200	Permit to work during extended emergency school closure
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

10120-10121	Work permits
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
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ATTORNEY GENERAL OPINIONS

18 Ops.Cal.Atty.Gen. 114 (1951)	
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Lompoc Unified School District

Approved: (6/95 11/04 3/08 7/08) 6/21