

Policy 5113.2 Work Permits

Status: ADOPTED

Original Adopted Date: 06/10/1992

Last Revised Date: 08/28/2024

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.

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.

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)

06/10/1992
11/10/1993
06/1996
06/1995
11/2004
08/10/2005
03/2008
10/08/2008
08/28/2024

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

5 CCR 10120-10121
5 CCR 16023-16027
8 CCR 11701-11707
8 CCR 11750-11763

Ed. Code 48230

Ed. Code 48231

Ed. Code 49100-49101

Ed. Code 49110-49119

Ed. Code 49130-49135

Ed. Code 49140-49141

Ed. Code 49160-49165

Ed. Code 49180-49183

Ed. Code 49200

Ed. Code 51760-51769.5

Ed. Code 52300-52462

Lab. Code 1285-1312

Lab. Code 1391-1394

Federal

29 CFR 570.1-570.129

Management Resources

Attorney General Opinion

CA Department of Industrial Relations
Publication

California Department of Education
Publication

California Department of Education
Publication

Website

Website

Website

Cross References

Code

1700

3580

3580

5112.1

5112.1

5113.1

5113.1

5113.11

5121

5121

5125

5125

5113.2 BP

Description

Work permits

District records; retention and destruction

[Prohibited and dangerous occupations for minors](#)

Work permits and conditions; minor employed in entertainment industry

[Exemption from full-time school attendance for students with work permits](#)

[Exemption from compulsory attendance for students entering attendance area near end of term](#)

[Compulsory attendance](#)

[Permits to work](#)

[Permits to work full time](#)

[Exceptions](#)

[Employment of minors; duties of employers](#)

[Violations](#)

[Permit to work during extended emergency school closure](#)

[Work experience education](#)

[Career technical education](#)

[Employment of minors](#)

[Working hours for minors](#)

Description

Child labor regulations

Description

18 Ops.Cal.Atty.Gen. 114 (1951)

Child Labor Laws, 2013

Statement of Intent to Employ a Minor and Request for a Work Permit - Certificate of Age, Form B1-1

Permit to Employ and Work, Form B1-4

[CSBA District and County Office of Education Legal Services](#)

[California Department of Education, Work Experience](#)

[Education](#)

[California Department of Industrial Relations](#)

Description

[Relations Between Private Industry And The Schools](#)

[District Records](#)

[District Records](#)

[Exemptions From Attendance](#)

[Exemptions From Attendance](#)

[Chronic Absence And Truancy](#)

[Chronic Absence And Truancy](#)

[Attendance Supervision](#)

[Grades/Evaluation Of Student Achievement](#)

[Grades/Evaluation Of Student Achievement](#)

[Student Records](#)

[Student Records](#)

| | |
|-------------|--|
| 5147 | Dropout Prevention |
| 6115 | Ceremonies And Observances |
| 6115 | Ceremonies And Observances |
| 6146.1 | High School Graduation Requirements |
| 6146.2 | Certificate Of Proficiency/High School Equivalency |
| 6146.2 | Certificate Of Proficiency/High School Equivalency |
| 6146.2-E(1) | Certificate Of Proficiency/High School Equivalency |
| 6177 | Summer Learning Programs |
| 6178 | Career Technical Education |
| 6178 | Career Technical Education |
| 6178.1 | Work-Based Learning |
| 6178.1 | Work-Based Learning |
| 6184 | Continuation Education |
| 6184 | Continuation Education |