

**EL DORADO UNION HIGH SCHOOL DISTRICT
BOARD POLICY**

Students

**WORK PERMITS
BP 5113.2**

The Governing Board recognizes that part-time jobs can provide students with income, valuable work experience, and enhanced self-esteem. In accordance with law, students shall obtain work permits from school authorities before accepting employment.

(cf. 6178.1 - Work Experience Education)

In determining whether to grant a work permit, the Superintendent or designee shall consider whether employment will 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 Superintendent or designee determines that circumstances warrant the granting of a permit for full-time employment.

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)

(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*
- 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*

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>