

MENDOCINO UNIFIED SCHOOL DISTRICT

Board Policy 5113.2

Approved 10/20/22

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.

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)

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	Description
5 CCR 10120-10121	<u>Work permits</u>
5 CCR 16023-16027	<u>District records, retention and destruction</u>
8 CCR 11701-11707	<u>Prohibited and dangerous occupations for minors</u>
8 CCR 11750-11763	<u>Work permits and conditions, minor employed in entertainment industry</u>

State	Description
Ed. Code 48230	<u>Exemption from full-time school attendance for students with work permits</u>
Ed. Code 48231	<u>Exemption from compulsory attendance for students entering attendance area near end of term</u>
Ed. Code 49100-49101	<u>Compulsory attendance</u>
Ed. Code 49110-49119	<u>Permits to work</u>
Ed. Code 49130-49135	<u>Permits to work full time</u>
Ed. Code 49140-49141	<u>Exceptions</u>
Ed. Code 49160-49165	<u>Employment of minors; duties of employers</u>
Ed. Code 49180-49183	<u>Violations</u>
Ed. Code 49200	<u>Permit to work during extended emergency school closure</u>
Ed. Code 51760-51769.5	<u>Work experience education</u>
Ed. Code 52300-52499.66	<u>Career technical education</u>
Lab. Code 1285-1312	<u>Employment of minors</u>
Lab. Code 1391-1394	<u>Working hours for minors</u>

Federal

29 CFR 570.1-570.129

Description

[Child labor regulations](#)

Management Resources

Attorney General Opinion
CA Department of Industrial Relations Publication

California Department of Education Publication
California Department of Education Publication

Website

Website
Cross References

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

Code	Description
1700	<u>Relations Between Private Industry And The Schools</u>
3580	<u>District Records</u>
3580	<u>District Records</u>
5112.1	<u>Exemptions From Attendance</u>

Code	Description
5112.1	<u>Exemptions From Attendance</u>
5113.1	<u>Chronic Absence And Truancy</u>
5113.1	<u>Chronic Absence And Truancy</u>
5113.11	<u>Attendance Supervision</u>
5121	<u>Grades/Evaluation Of Student Achievement</u>
5121	<u>Grades/Evaluation Of Student Achievement</u>
5125	<u>Student Records</u>
5125	<u>Student Records</u>
5147	<u>Dropout Prevention</u>
6146.1	<u>High School Graduation Requirements</u>
6146.1	<u>High School Graduation Requirements</u>
6146.2	<u>Certificate Of Proficiency/High School Equivalency</u>
6146.2	<u>Certificate Of Proficiency/High School Equivalency</u>
6146.2-E(1)	<u>Certificate Of Proficiency/High School Equivalency</u>
6146.2-E PDF(1)	<u>Certificate Of Proficiency/High School Equivalency</u>
6177	<u>Summer Learning Programs</u>
6178	<u>Career Technical Education</u>
6178	<u>Career Technical Education</u>
6178.1	<u>Work-Based Learning</u>
6178.1	<u>Work-Based Learning</u>
6184	<u>Continuation Education</u>
6184	<u>Continuation Education</u>