

FRESNO COUNTY SUPERINTENDENT OF SCHOOLS**Students
WORK PERMITS**

The County Superintendent 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, students who are minors shall obtain work permits from the County Superintendent or designee in accordance with law, regardless of whether the employment will occur when school is in session and/or not in session.

In determining whether to grant or continue a work permit, the County 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 emergency as described in Education Code 49200 and the accompanying administrative regulation. On a case-by-case basis, the County 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 County 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)

Adopted: 10/15/2020

Amended: 04/20/2023

Legal ReferenceEducation 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

49200 Permit to work during extended emergency school closure

51760-51769.5 Work experience education

52300-52499.66 Career technical education

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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

Attorney General Opinions

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

Management Resources

California Department of Education Publications

Permit to Employ and Work, Form B1-4

California Department of Industrial Relations Publications

Child Labor Laws, 2013

Websites

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>