

Students

BP 5113.2 (a)

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, unless otherwise exempted by law.

Students with work permits shall be exempted from attendance in a full-time day school provided they attend part-time classes. (Education Code 48230)

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.

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. Additionally, a student 14 or 15 years of age who receives a permit to work full time shall also be enrolled in a work experience education program. (Education Code 49130, 49131, 49135)

State

5 CCR 10120-10121: Work permits

5 CCR 16023-16027: District records; retention and destruction

8 CCR 11701-11707: Prohibited and dangerous occupations for minors

8 CCR 11750-11763: Work permits and conditions; minor employed in entertainment industry

Ed. Code 48230: Exemption from full-time school attendance for students with work permits

Ed. Code 48231: Exemption from compulsory attendance for students entering attendance area near end of term

Ed. Code 49100-49101: Compulsory attendance

Ed. Code 49110-49119: Permits to work

Ed. Code 49130-49135: Permits to work full time

Ed. Code 49140-49141: Exceptions

Students

BP 5113.2 (b)

WORK PERMITS

Ed. Code 49160-49165: Employment of minors; duties of employers

Ed. Code 49180-49183: Violations

Ed. Code 49200: Permit to work during extended emergency school closure

Ed. Code 51760-51769.5: Work experience education

Ed. Code 52300-52462: Career technical education

Lab. Code 1285-1312: Employment of minors

Lab. Code 1391-1394: Working hours for minors

Federal

29 CFR 570.1-570.129 Child labor regulations

Management Resources

Attorney General Opinion: 18 Ops.Cal.Atty.Gen. 114 (1951)

CA Department of Industrial Relations Publication: Child Labor Laws, 2013

California Department of Education Publication: Basic Labor Rights Information Sheet Template

California Department of Education Publication: Statement of Intent to Employ a Minor and Request for a Work Permit - Certificate of Age, Form B1-1

California Department of Education Publication: Permit to Employ and Work, Form B1-4

Website: CSBA District and County Office of Education Legal Services

Website: California Department of Education, Work Experience Education

Website: California Department of Industrial Relations

Policy Adopted: 1/14/2026

ORCUTT UNION SCHOOL DISTRICT
Orcutt, California