

**OAK PARK UNIFIED SCHOOL DISTRICT
BOARD POLICY**

I

Series 5000

Students

BP 5113.2()

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)

Adopted: 10-15-80

Amended: 6-23-92, 9-17-02, 2-15-05, 6-10-08, 4-20-21, 11-18-2025

Policy Reference:

State

5 CCR 10120-10121

5 CCR 16023-16027

8 CCR 11701-11707

8 CCR 11750-11763

Ed. Code 48230

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](#)

**OAK PARK UNIFIED SCHOOL DISTRICT
BOARD POLICY**

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Series 5000

Students

BP 5113.2()

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
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	Description
29 CFR 570.1-570.129	Child labor regulations
Management Resources	Description
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