

Fall River Joint Unified School District
Policy 5113.2

STUDENTS
Work Permits

The Governing Board recognizes that part-time jobs can give students needed supplementary income, valuable work experience, and enhanced self-esteem. However, the Board also believes that outside employment should not interfere with students' educational progress nor impair their health. In accordance with law, students must obtain work permits from school authorities before accepting employment.

The Superintendent or designee shall issue work permits only as allowed by law and only to the extent that outside employment does not significantly interfere with the student's schoolwork. Students granted work permits must demonstrate and maintain satisfactory grades.

Legal Reference:

EDUCATION CODE

48231 Entrance into attendance area within 10 school days of end of term

49110-49119 Permits to work

49130-49135 Permits to work full time

49140-49141 Exceptions

49164 Inspection; cancellation or revocation

LABOR CODE

1285-1312 Employment of minors

1391-1394 Working hours for minors

Management Resources:

CDE MANAGEMENT ADVISORIES

1016.89 Local work permit policies

Policy adopted: 10/1/79

Policy review: 5/4/88

Policy revised: 10/4/00

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STUDENTS Work Permits

Approval/Revocation of Work Permits

The certificated personnel designated by the Superintendent to issue work permits shall be responsible for:

1. Insuring that no work permit is issued until the student's parent/guardian, foster parent or residential shelter services provider has filed a written request with the district. (Education Code 49110)
2. Inspecting the student's records for evidence of satisfactory grades and attendance.
 - Student must have a least a 2.0 GPA, regular attendance, and satisfactory behavior.
3. Periodically inspecting the student's scholastic and attendance records.
4. Filing and retaining for audit purposes all work permit applications
5. Screening the applications for work permits to ensure compliance with state and federal child labor laws.
6. Establishing for the Superintendent that the working conditions are in compliance with the state and federal child labor law.
7. Consulting with employers concerning the need for compliance with provisions of the law as they relate to employed students.
8. Providing information to employers about the district's work experience programs.
9. Revoking a student's work permit whenever he/she determines that employment is impairing the student's health or education. (Education Code 49164)

Work permits will be issued for only one work site. Any student having more than one job will be issued a work permit for each employer. A work permit will become invalid at the time of the student's termination from the job. Work permits are renewable annually and are valid only until the fifth day of each new school year.

Regulation approved: 10/1/79
Regulation reviewed: 5/4/88
Regulation revised: 10/4/00