Fresno Unified Board Policy (BP) 5113.2
Work Permits

The Governing Board recognizes that part-time employment can provide students with income as well as job experience that can help them develop appropriate workplace skills and attitudes. Upon obtaining an offer of employment, district students who are minors shall obtain work permits from the Superintendent or designee in accordance with law, regardless of whether the employment will occur when school is in session and/or not in session.

(cf. 6178 - Career Technical Education)

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 must demonstrate and maintain a 2.0 grade point average and satisfactory school attendance. 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.

(cf. 5121 - Grades/Evaluation of Student Achievement)

Fresno Unified School District prohibits discrimination, harassment, intimidation, and bullying based on actual or perceived race, color, ethnicity, national origin, immigration status, ancestry, age, creed, religion, political affiliation, gender, gender identity, gender expression, genetic information, mental or physical disability, sex, sexual orientation, marital status, pregnancy or parental status, medical information, military veteran status, or association with a person or a group with one or more of these actual or perceived characteristics or any other basis protected by law or regulation, in its educational program(s) or employment.

Legal Reference:
EDUCATION 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
51760-51769.5  Work experience education
52300-52499.66  Career technical education

LABOR CODE
1285-1312  Employment of minors
1391-1394  Working hours for minors
CODE OF REGULATIONS, TITLE 5
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
WEB SITES
California Department of Education, Work Experience Education: http://www.cde.ca.gov/ci/ct/we
California Department of Education, Office of Regional Occupational Centers and Programs and Workforce Development: http://www.cde.ca.gov/ci/ct/wd
California Department of Industrial Relations: http://www.dir.ca.gov

Policy FRESNO UNIFIED SCHOOL DISTRICT
adopted: June 10, 1992 Fresno, California
revised: January 11, 1996
reviewed: March 22, 2000
revised: December 18, 2019

Policy Section: 5000 Students