

**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 and attendance.

Students 16 or 17 years of age shall be granted approval to work more than 20 hours a week only when justified by unusual circumstances which shall be stated on the work permit.

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: 6/15/78  
Policy Revised: 9/12/00

COTATI-ROHNERT PARK  
UNIFIED SCHOOL DISTRICT