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**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

Memo

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Rebecca Lacocque, Linked Learning Director
Joshua R. Daniels, General Counsel

Board Meeting Date February 26, 2020

Subject Revisions to Board Policy 5113.2 – Work Permits

Action Approve revisions to Board Policy 5113.2 – Work Permits

Background Board Policy 5113.2 – Work Permits authorizes the issuance of work permits to students.

Discussion The proposed revisions Board Policy 5113.2 – Work Permits enables the program to work for effectively and efficiently while ensuring that any outside employment does not interfere with students' educational progress nor impair their health.

Fiscal Impact N/A

Attachment Proposed Revisions to Board Policy 5113.2 – Work Permits (Redline)
Proposed Revisions to Board Policy 5113.2 – Work Permits (Clean)

OAKLAND UNIFIED SCHOOL DISTRICT

Board Policy

BP 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.

~~Parent~~ Written Request Required for Issuance of Work Permit

No work permit shall be issued, under this policy, until and unless the student's parent/guardian, foster parent, caregiver or residential shelter services provider has ~~filed~~ assigned the written request for the permit with the district. (Education Code 49110)

District Issuance of Work Permit

~~The In determining whether to grant or continue a work permit, the Superintendent or designee shall issue work permits only as allowed by law and only to the extent that outside consider whether employment does not is likely to significantly interfere with the student's school work. A student must have student's schoolwork. Students granted work permits must demonstrate and maintain a 2.0 grade point average and satisfactory attendance in order to be granted a work permit, except as permitted herein. A student enrolled in Students who do not meet the City of Oakland's Measure Y Intervention Program may be granted a temporary waiver, from the initial requirement to have a 2.0 grade point average and satisfactory attendance, for not more than one calendar year from the date of initial issuance of a requirement may be granted a provisional work permit.~~

Eligibility based on grade point average for students in continuation schools shall ~~not be renewable.~~ be determined by the most recent grading period, not the cumulative grade point average.

~~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. 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.~~

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

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

| 8/25/04; 2/14/07A; 2/26/20A

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Board Policy

BP 5113.2

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Eligibility based on grade point average for students in continuation schools shall be determined by the most recent grading period, not the cumulative grade point average.

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.

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