

PERSONNEL

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Dress and Appearance

“One of the reasons we have schools is for students to learn what is appropriate. Young people learn what is appropriate in society by looking at their adult role models. Your dress and your behavior are what young people will take to be appropriate.” Harry K. Wong

As professionals in our schools, we realize and value the public’s perception of our roles as mentors and models for students. We, therefore, set in policy the following outline of “reasonable expectations” for all professional staff.

The following dress code will apply to all teachers, counselors, aides, secretaries, and administrators in all schools throughout the District. It is to be applied for all of the days that students are present, parent-teacher conferences, and professional development days.

DRESSING UP IS ENCOURAGED

The following is considered an outline of acceptable dress, unless otherwise specified by the School or District Administration or Superintendent:

Males

- Button-down dress shirts
- Knit shirts (not T-shirts) unless school sponsored or school related
- Slacks or khakis/Docker-type slacks
- Dress shorts of appropriate professional fit and length
- Dress shoes, boots, athletic shoes, casual shoes
- Socks
- Neckties
- Business suit
- Sport coat or sweater
- Blue jeans may be worn every Friday during the school year, this includes activity days (spirit day, special classroom activities, field day) that fall on a Friday. Jeans acceptable with no shredding or holes. in good repair with no shredding or holes.

Females

- Business suit
- Jumpers, dresses, skirts (appropriate fit and length) (Denim/Chambray fabric acceptable)
- Slacks or khaki/Dockers-type slacks
- Dress shoes, casual shoes, boots, athletic shoes
- Blouses, knit shirts, cotton shirts, sweaters (moderate neckline)
- Dress shorts of appropriate professional fit and length
- Knit dress pants or leggings with tunic finger-length top
- Capris
- Blue jeans may be worn every Friday during the school year, this includes activity days (spirit day, special classroom activities, field day) that fall on a Friday. Jeans acceptable with no shredding or holes. in good repair with no shredding or holes.

Inappropriate/Unacceptable Attire

- Backless, see-through, tight fitting, or low-cut blouses/tops/dresses

- T-shirts, Lycra, spandex, midriff tops, tank tops, muscle shirts
- Cut-off/Jean shorts
- Sweatpants
- Coaching shorts, spandex (shorts or pants) of any length
- Blue Jeans with shredding or holes
- Mini-skirts
- Jogging suits
- Denim overalls
- Apparel with offensive logos
- Flip flops

EXCEPTIONS

- Gym Teachers: Gym clothing appropriate to activity, shorts restricted to gym or outside PE areas.
- Field Trips/Field Days: Modest, appropriate to activity.
- Special Days: Holiday clothing, school spirit clothing, thematic clothing with School or District Administrator's scheduling during the school year.
- The School or District Administration may grant exceptions based on job-related needs.

Any casual dress or accessories not stated above must at all times meet or exceed standards set for our students in each of their respective schools.

Footwear Safety Best Practices

This best practice footwear requirement has been established to minimize injury and promote a safe workplace. Your participation is essential to the success of our safety program. The School District's goals are to

1. Demonstrate the importance of setting an example for the students;
2. Promote the safety aspects of shoe choice in the school environment;
3. Mandate particular types of footwear for high risk activities and environments based on a risk assessment;
4. Reduce employee slip, trip and fall injuries.

To further ensure safety, footwear must be free of defects or contaminations. Staff should:

- Check soles to make sure they have adequate tread remaining;
- Replace footwear that no longer provides good support and protections;
- Footwear laces must remain tied at all times;
- Ensure footwear is appropriate for weather conditions.

ENFORCEMENT

School District staff members who do not reasonably conform to this dress code shall receive a written notice from the School or District Administrator. The School or District Administrator shall submit a copy of the notice to the Superintendent. Repeated violations could result in disciplinary action by the Superintendent against the staff member. In cases where a staff member refuses to comply with the directions of the School or District Administrator and/or Superintendent, the staff member's employment could be terminated. The decision of the Superintendent is final regarding administration of this policy.

Policy History:

Adopted on: 03/25/2008
 Revised on: 08/28/2018
 Revised on: 08/25/2020
 Revised on: 07/23/2024