

# Lawndale ESD

## Board Policy

### Personnel

BP 4119.22, 4219.22, 4319.22

#### Dress And Grooming

The Board of Trustees believes that since teachers serve as role models, they should maintain professional standards of dress and grooming **that demonstrate their high regard for education, present an image consistent with their job responsibilities and assignment, and not endanger the health or safety of employees or students.** Just as overall attitude and instructional competency contribute to a productive learning environment, so do appropriate dress and grooming.

The Board encourages staff during school hours to wear clothing that demonstrates their high regard for education and presents an image consistent with their job responsibilities. Clothes that may be appropriate for shop instructors or physical education teachers may not be appropriate for classroom teachers.

(cf. [4118](#) - Suspension/Disciplinary Action)

(cf. [4119.25/4219.25/4319.25](#) - Political Activities of Employees)

(cf. [4218](#) - Dismissal/Suspension/Disciplinary Action)

(cf. [5132](#) - Dress and Grooming)

Legal Reference:

EDUCATION CODE

[35160](#) Authority of governing boards

[35160.1](#) Broad authority of school districts

GOVERNMENT CODE

[3543.2](#) Scope of Representation

[12949](#) Dress standards, consistency with gender identity

COURT DECISIONS

San Mateo City School District v. PERB (1983) 33 Cal. 3d 850

Domino v. Rapids Parish School Board (5th Cr. 1982) 675 F.2d 100

East Hartford Education Assn. v. Board of Education (2d Cir. 1977) 562 F. 2d 856

Miller v. School District # 167 (7th Cir. 1974) 495 F.2d 658

PUBLIC EMPLOYMENT RELATIONS BOARD DECISIONS

Inglewood Unified School District (1985) PERB 1700

**Public Employment Relations Board:** <http://www.perb.ca.gov>

Policy LAWNDALÉ ELEMENTARY SCHOOL DISTRICT

Adopted: September 15, 2003 Lawndale, California

Revised: September 5, 2017