

Salinas City Elementary School District

Personnel

Regulation 4119.22

Dress And Grooming

Guidelines for appropriate dress for Regular Year/Summer School

Certificated, Classified and Management Employees

The staff recognizes the importance of promoting positive role models for our students in the Salinas City Elementary School District. The guidelines for appropriate dress include:

1. All clothing shall be neat, clean and acceptable in appearance within the bounds of decency, and modesty and as appropriate for school.
2. Clothes shall conceal undergarments at all times. See-through bodice or fish net fabrics, halter tops, off the shoulder, tube tops, spaghetti straps, short shirts, low-cut type, or bare midriffs are prohibited.
3. Articles of clothing, clothing styles or shoes and body piercings, which present a hazard to the health and safety of the employee or are disruptive/distracting to the educational process are not acceptable.
4. Leggings may be worn under a skirt or dress. Clothing with inappropriate logos will not be allowed.
5. Hair shall be clean and neatly groomed. Haircuts, hairstyles and make-up which features unusual or extreme color to the extent they are disruptive to the educational process are not acceptable.
6. Shoes must be worn at all times. No shoes that present a hazard to the health and safety of the employee shall be allowed, these may include, but not limited to, open toed, beach/shower type sandals.
7. Tattoos that are inappropriate, offensive, gang-related, sexual or in any way disruptive must be covered at all times.
8. Dress for school spirit days may vary but must still follow guidelines for safety and appropriateness.

EDUCATION CODE 35160 35160.1 GOVERNMENT CODE 3543.2

Board Approved: June 11, 2007

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