

Employee Conduct and Appearance

Employees are role models for the students who come in contact with them during and after school hours. The Board recognizes the positive effect employees can have on students in this capacity. Appearance can influence the way in which students, visitors, and other staff members interact with District employees and perceive their abilities to perform their jobs. To this end, the Board strongly suggests and encourages employees to dress themselves, groom themselves, and conduct themselves in a manner appropriate to the educational environment.

All certificated employees will dress in a manner and have an appearance that is appropriate and professional, in light of their job duties and work environment. Any appearance that is prohibited for students to wear is also prohibited for staff. Staff members need to consider the type of work and safety issues, when choosing their appearance.

The employee's direct supervising administrator will handle exceptions to the dress code on an individual basis relative to the position (maintenance, custodial, food service, industrial technology teacher, physical education teacher, etc.) or a special event (Casual Friday, jeans week, etc.). If an employee is unsure about the appropriateness of a certain type of appearance, he/she should consult with his/her direct supervising administrator. However, for health, safety, and professional reasons, flip-flops are not acceptable attire.

Support staff should maintain the same standard of dress expected of certificated employees.  
Certificated employees of the school district shall also follow the code of ethics for their professions.

Date of Adoption: July 11, 2005

Reviewed: May 12, 2008, May 11, 2009, May 10, 2010, May 9, 2011, Dec. 12, 2011,

Mar. 11, 2013, Feb. 10, 2014

Revised: August 11, 2014

Reviewed: Feb. 9, 2015, Feb. 8, 2016, Feb. 13, 2017, Feb. 12, 2018, Feb. 11, 2019, Mar. 9, 2020, Mar. 8, 2021, Mar. 14, 2022, Mar. 13, 2023, Mar. 18, 2024