

Big Sandy Independent School District
Employee Dress Code Regulations
Developed July 2011
Implementation in 2011-2012 School Year

The dress and grooming of district employees shall be clean, neat, in a manner appropriate for their assignments, and in accordance with any additional standards established by their supervisors and approved by the superintendent. The following dress code regulations are effective beginning in the 2011-2012 school year.

Additional Standards:

- Employees may not wear clothing items prohibited by the student handbook.
- Staff is not permitted to wear any clothing, paraphernalia, grooming, jewelry, accessories, or body adornments that are disruptive or potentially disruptive to the educational environment as determined by the Principal or Supervisor.
- Employees should not wear clothing that exposes cleavage, the midriff, undergarments, or that is otherwise not modest.
- Jeans are only permitted on days approved by the Principal or Supervisor (exception: Ag Science Teacher)

Hair

- Hair must be clean and neat in appearance and consistently maintained. Hair styles/color must not be disruptive to the educational environment. Beards and mustaches must be neatly trimmed.

Shoes

- Shoes should be kept in good condition
- Plastic or rubber flip flops are not permissible.
- Employees may wear sandal footwear or open-toed shoes

Miscellaneous

- Body piercing (except earring) and tattoos should be covered.
- Good personal hygiene is required at all times

Support Staff

Maintenance, transportation, and food service employees shall be neat, clean, and well groomed and in accordance with any additional standards established by their supervisors and approved by the Superintendent.

Adherence

Principals and other administrative supervisors are delegated the authority and bear the responsibility for ensuring compliance with this policy and are expected to counsel and /or discipline employees whom they supervise on professional appearance in conformance with this policy.

In addition, a principal or administrative supervisor may deviate from this policy temporarily to meet the needs of specific Division/school/work sites for an appropriately specified purpose.

The principal or administrative supervisor must approve temporary deviations.

The Superintendent/Designee must approve long-term non-temporary deviation.

(Examples) NOTE: This is not an exhaustive list.

Men

Appropriate:

Dress slacks

“Dockers” style slacks

Buttoned dress shirts

Polo or golf style shirts

Turtlenecks

Sweaters

Spirit wear

Ties

Suites/sports coats

Boots, dress shoes, casual shoes

Tennis shoes and/or athletic shoes

(To be coordinated with professional dress)

Inappropriate:

Sweats/active wear (based on assignment)

Shorts

Torn/ripped clothing

T-shirts/tank tops

Muscle shirts

Flip Flops

Cap/hats

Visible undergarments

Revealing low cut pants

Sagging pants

Women

Appropriate:

Capri pants/Gauchos pants (below the knee)

Dresses/skirts/pants suits

Dress slacks

Buttoned dress shirts

Polo or golf style shirts

Turtlenecks

Sweaters

Dress, casual shoes, sandals

Tennis shoes and/or athletic shoes

(To be coordinated with professional dress)

Inappropriate

Sweats/active wear (based on assignment)

Shorts

Torn or ripped clothing

Tank Tops

Flip Flops

Caps/hats

Visible undergarments

Revealing low cut pants

Sagging pants

Midriff bearing shirts

Bare Shoulders

Low cut blouses/shirts

Tight/revealing clothing