

Purpose: Pike County Schools recognizes that professional attire helps set the tone of an educational system. The professional status of staff members is reinforced by appropriate dress and appearance. Since students learn by example, it is important that employees serve as role models for students. Moreover, the community's perception of the school system and the education profession is related to the manner in which employees present themselves. All employees of Pike County Schools shall use good judgment in their choice of appearance at work by dressing in a way that is appropriate to the situation and in the manner that will invoke a positive impression with students, parents, colleagues, and the community. Professional dress promotes a working and learning environment that is conducive to high student and staff expectations and performance. Employee attire should, at all times, be distinguishable from that of students.

Enforcement: Administrators and other supervisors are given the authority and responsibility for ensuring compliance with the dress code policy. Any employee whose attire or dress is not professional will be directed to comply with the Pike County Schools dress code policy. Employees found in violation of the policy may be sent home and required to return to work in professional and acceptable attire. Employees will not be paid for time away from work. Repeated offenders will receive written notification of violations which will be placed in their personnel file.

Specific Requirements:

1. Hair, including facial hair, should be kept neat, clean, and should not detract from the learning environment.
2. Shoes are part of professional dress and project business attire. Shoes and/or sandals will be worn and shoes designed to be laced will be laced. Shoes with cleats, rubber crocs, house shoes, and beach type shoes are inappropriate. Jogging, running, and other exercise shoes may only be worn in the physical education/athletic setting. Appropriate shoes include, but are not limited to, dress shoes or pumps; leather-like suede or loafer style shoes; boots; closed-toed mule or closed-toed slide styles. Opened-toed shoes with dress appearance and/or a dress heel are also appropriate.
3. Female faculty members should wear skirts, and dresses that are a modest and professional length falling at or below the knee. Dress slacks and Capri pants are also acceptable attire.
4. Male faculty members should wear collared shirts (such as polo style, oxford style), or dress shirts (long or short sleeved), or dress shirts with a banded or mock collar. Dress slacks and business casual pants are professional and appropriate for the workplace.
5. Shirts and blouses will be worn tucked in, unless designed to be worn outside the pants or skirt.
6. The wearing of jewelry is permissible only to the extent that it is worn in a manner that is not likely to distract students or disrupt the learning environment.
7. T-shirts with school-related insignia can be worn on designated day(s) with the approval of the principal and/or superintendent.
8. Professional attire for physical education teachers and coaches will include the following: dress or khaki shorts with zippers worn at the knee or windpants and athletic dress shirts during physical education classes. Physical education teachers and coaches are to be in professional

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faculty attire while in the regular classroom and when professional activities are being conducted. Sweat pants, elastic-banded shorts, drawstring shorts, or t-shirts without the school colors or school insignia are prohibited.

9. The following items are prohibited:
 - a. Visible undergarments, see-through clothing or fishnet fabrics, halter-tops, off-the-shoulder or low-cut tops, and bare midriffs strapless tops, spaghetti-strap tops, tank tops;
 - b. Tight or form-fitting clothing, such as leggings, and spandex slacks;
 - c. Overalls of any fabric;
 - d. T-shirts, sweat pants, sweat shirts, athletic, wind suits, jogging suits, warm up suits, skorts, and shorts;
 - e. Denim jeans, denim capris, denim jumpers, and denim slacks;
 - f. Visible body piercings, including but not limited to, nose rings, eyebrow rings, rings in the tongue or lips.

Note: While tattoos are not prohibited, employees are asked to conceal them if possible.

Additional Requirements: Certified employees working in specialized and/or high safety risk environments (ie auto and welding shops, science labs, etc.) are expected to wear safety gear in defined by and in compliance with OSHA and/or other regulatory agency standards.

Authorization: The superintendent is authorized to develop procedures for implementation of this policy. All administrators, faculty, and staff will dress in a professional manner in accordance with administrative regulations and procedures set forth by Pike County Schools.

Authorized Exemptions: In enacting this dress code policy, Pike County Schools recognizes there are occasions when individuals may need to wear specific clothing items for medical reasons or as part of a legitimate personal religious practice, or for some other legitimate purpose. When such is the case, the employee will provide documentation to his or her administrator or supervisor for the medical necessity or legitimate purpose that gives rise to the need for deviation from this dress code policy.

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