

Campus Personnel Dress Code Guidelines

[Administration (principals and assistant principals) on campus will adhere to the Business Professional Dress Code.]

The personal appearance of Pearland Independent School District (PISD) employees affects the respect those outside the school district have for the organization as well as respect employees have for themselves and one another. As a representative of PISD, employees are expected to dress in a manner that is tasteful and not offensive, suggestive, revealing or insulting to others.

The new, relaxed dress code does not apply to employees housed at the ESC. The ESC serves as a standards bearer for the district. Staff, press, parents and the public come to the ESC to transact business, to interview, for meetings, for grievance hearings, etc. The role of the ESC is unique and staff housed there work in a business environment. Whereas campuses deal primarily with children, the ESC deals primarily with adults.

GENERIC:

- Hair shall be clean, neatly groomed and non-distracting.
- Clothing and accessories ***unacceptable*** for Pearland ISD campus employees include;
 - Jeans (except on Fridays)
 - Overalls
 - Shorts of any length (except for PE teachers and coaches)
 - Skorts, mini-skirts
 - T-shirts, unless an approved campus spirit shirt
 - Bare midriffs, halter tops, sleeveless
 - Low-cut shirts
 - Sweat suits, leggings
 - Form-fitting casual pants
 - Caps/Hats
 - Tongue and facial piercing
 - Any body piercing and/or tattoos must not be visible

Jeans Exception:

- Jeans, including capri jeans and athletic shoes (**Fridays only**) with spirit shirt or shirt with school colors
- No holes or frays in jeans
- Athletic shoes may be replaced with shoes of choice as long as dress code guidelines are followed.

Dress Code Guidelines: Campus Personnel Cont.

Shorts Exception:

- Knee length/walking shorts and t-shirts on **teacher workdays only**
- Shoes must be worn.
 - No athletic shoes (Except on Fridays & STAAR, district benchmarks & release test days only)
 - No house shoes
 - No rubber sole flip-flops
 - If non-dress code shoes are to be worn, a doctor's note is required. Such a doctor's note would need to specify if any soft-soled shoe is prescribed, or if it specifically must be an athletic shoe, etc. The note must also specify the time period for wearing non-dress code shoes and the note must be renewed by a physician.

Athletic Shoes Exceptions:

- Employees who are a campus nurse, PPCD, BSI or Life Skills teachers, may deviate from the dress code and wear athletic shoes on a daily basis.
- Athletic shoes may be worn by employees when testing is being done on their campus (**STAAR, district benchmarks and release tests only**).
- With the express permission of the principal, dress may vary from the norm on special days (theme/team days) in order to foster a climate of esprit de corps. Participation is encouraged. Notices for such days will be posted and reported. A maximum of fifteen (15) non-dress code days for campuses/departments is allowed.
- On teacher workdays (currently three per year), teachers and classroom aides are allowed to wear jeans, knee length/walking shorts, t-shirts and tennis shoes due to the large amount of time spent moving furniture, books, display charts, etc.

MEN:

- Appropriate professional attire for men would include slacks and a dress shirt and/or similar collared shirt. Suits/jackets are optional.
- Other required items of clothing are undergarments and socks.
- Stud earrings are acceptable, no spacers.

WOMEN:

- Dresses, skirts, blouses, slacks or suits are recommended.
- Slacks are to be ankle length and are appropriate when worn with a suitable blouse and/or jacket.

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- Dressy capri pants (Capri jeans allowed on Friday only)
 - Must be mid-calf or below
 - No cargo
- Skirts/dresses as well as slits, flaps or openings in skirts/dresses should cover $\frac{3}{4}$ of the thigh while standing or sitting.
- Other required items of clothing are undergarments.
- Pierced jewelry for women is to be limited to the ears with a maximum of two piercings per ear.

GENERAL:

- Specific job assignments or campus activities may require deviations from this code.
- Departments that require uniforms include school nutrition, maintenance, and custodial.
- This code applies to all school days, including staff development days on and off campus.
- If attending meetings on other campuses, Region IV, etc., attire should be as on a regular school day.
- On relaxed dress code days, employees should remember to dress appropriately for the work environment.

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