



# ACCORDING TO PEA:

## Dress Code

All staff should be dressed in neat, clean and professional attire appropriate for the job they perform. School employees set an example for the students as well as have contact with the public and should dress appropriately. PEA encourages each school, staff, and/or team to have a discussion on what is appropriate for each setting. What is appropriate on a field trip may not be appropriate for another setting. Safety should always be a primary consideration.

If someone is not dressed in a clean, neat and professional manner, the administrator has every right to have a private discussion with that individual. **Note that the result of a class action grievance from 1991 states that athletic shoes or tennis shoes are appropriate footwear for the type of work that school employees do.** There is NO, repeat NO prohibition on open toed shoes, backless shoes, tennis shoes, etc., however, once again your personal safety should always be a primary concern. Hosiery cannot be required to be worn.

Jeans are still not allowable except on specific days designated by the principal.

Members that are notified by the principal that their attire is out of dress code should take a picture of their dress for that day and send the picture to PEA. Someone from the PEA office will call them to discuss the dress code situation further.

### *Teacher Collective Bargaining Agreement:*

**4.7 Professional Dress:** In as much as teachers are role models for students, each teacher shall maintain a neat, professional appearance appropriate for his/her specific teaching assignment.