

SECTION III: PERSONNEL

E. DRESS CODE

The Tangipahoa Parish School Board requires its employees to dress in a manner that does not distract from or is disruptive of the positive learning environment of the school and related settings including all school buses. No style of attire may be considered proper if it sidetracks the learning process. The administrator or designee shall determine what may be considered proper or improper dress, basing himself/herself on the norms of the community and the professional requirements to instill societal values to the students, especially the values needed to maintain the school's positive learning environment.

1. School bus drivers and bus aides may wear loose fitting, knee length shorts during hot weather. Shorts may not be shorter than two inches (2") above the knee while standing.
2. School bus operators and bus aides may wear jogging suits or sweat suits.
3. Leggings, bike shorts, and spandex shorts shall not be worn.
4. School bus operators and bus aides may wear jeans.
5. No sleeveless garments shall be worn or clothing with a low or "baggy" neckline that exposes any part of the chest area.
6. Undergarments shall not be visible.
7. No see-through or mesh garments shall be worn.
8. Dresses and skirts must be knee length or below.
9. School bus drivers and bus aides must wear footwear that fully encloses the foot from heel to toe (the footwear must cover and protect the top, bottom, and sides of the foot).
10. All clothing shall be free of alcohol or tobacco advertisements. In addition, clothing shall be free of any wording or graphics that are suggestive or offensive in nature or content.

Violations of the employee dress code shall be addressed as follows:

1st Offense: The employee shall be counseled by the administrator.
A copy of the report shall be put in the school's personnel file.

2nd Offense: The employee shall be referred to the Transportation Supervisor. A written report of the outcome of the referral shall be put in the individual's personnel file, with a copy of the first offense attached.

3rd Offense: The employee shall be referred to the Grievance Committee of the Board along with the supporting documentation referred to above for further disciplinary action. (Written referrals of the 1st and 2nd offenses)

ⁱ Revised Date July 1, 2008.