

**PERSONNEL – CERTIFICATED AND NON-CERTIFICATED
CONDUCT AND DRESS**

4119.22(a)

The Lakewood Board of Education expects staff to conduct themselves appropriately, to serve as role models, and to dress in a manner that adds dignity to the education profession.

The Lakewood Board of Education expects **all** certificated and non-certificated staff members to be clean, neatly groomed and attired in a way suitable to the subject being taught, the work being performed, and/or the occasion (theme days).

The Lakewood Board of Education, therefore, sets forth the following dress and grooming guidelines for **all** staff, within the law, that shall be consistent with the image education professionals should present to the school community.

A. All Employees:

1. Clothing must be neat and clean and in good repair.
2. Clothing should not be frayed, distressed or faded.
3. Flip-flops and shorts—except for specialized professional personnel as listed below—are inappropriate.
4. Jeans or denim like material pants are inappropriate.

B. Acceptable attire for male personnel shall include the following:

1. Collared shirt and slacks
2. Slacks with dress shirt
3. Slacks with turtleneck
4. Slacks with a shirt/collared shirt/dress shirt and sweater
5. Ties, though not required, enhance the image of the professional and are recommended.

C. Acceptable attire for female personnel shall include the following:

1. Dresses, pant suits or capris
2. Skirts with blouses or sweaters
3. Slacks/dress shorts/skorts with blouses, sweaters and/or blazer.

D. Specialized professional attire:

1. Health care professionals and/or laboratory personnel are permitted to wear lab coats.
2. Physical education personnel shall adhere to the general guidelines though shorts and collared shirts are acceptable.

**PERSONNEL – CERTIFICATED AND NON-CERTIFICATED
CONDUCT AND DRESS (CONT.)**

4119.22(b)

When appropriate, the Superintendent may relax the dress code (i.e. inclement weather, excessive temperatures, or further special circumstances).