



CONDUCT AND DRESS

The Board of Trustees expects staff conduct to be that of appropriate role models for pupils.

The board expects all staff members to be neatly groomed and dressed in clothing suitable for the subject of instruction, the work being performed, or the occasion.

The board retains the authority to specify the following dress and grooming guidelines for staff, within law, that will prevent such matters from having an adverse impact on the educational process. All staff members shall, when assigned to school duty:

- A. Be physically clean, neat and well groomed;
- B. Dress in a manner reflecting their assignments;
- C. Dress in a manner that does not cause damage to district property;
- D. Dress and be groomed in such a way so as not to cause a health or safety hazard.

If a staff member feels that an exception to this policy would enable him/her to carry out assigned duties more effectively, a request shall be made to the Executive Director.

Unbecoming Conduct

When an employee, either within the schools or outside normal duties, creates conditions under which the proper operation of the schools is affected, the board upon recommendation of the Executive Director and in accordance with statute shall determine whether such acts or lack of actions constitute conduct unbecoming a school employee, and if so, will proceed against the employee in accordance with law.

Unbecoming conduct sufficient to warrant board review may result from a single flagrant incident or from a series of incidents.

Religious Observance and Prayer

The board recognizes that the staff, students and community of the University Heights Charter School come from different and diverse cultural and religious backgrounds. In deference to this diversity, staff members are prohibited from public endorsement of religions beliefs including public prayer led by a staff member or other person, during school hours, at school functions or at school sponsored activities. Nothing in this policy shall be interpreted to prevent the personal or private beliefs of the individuals and prohibit private expressions of prayer where students are not present.

The board shall not prevent, or otherwise deny participation in, constitutionally protected prayer in the school, consistent with guidance issued by the United States Department of Education and applicable judicial decisions interpreting the religion clauses of the First Amendment of the U.S. Constitution.

Board Approval Date: 12/15/2009

Board Revision Date: 6/21/2011