

**OAK PARK UNIFIED SCHOOL DISTRICT  
5801 CONIFER STREET  
OAK PARK, CALIFORNIA 91377  
(818) 735-3206**

**NOTICE OF SPECIAL BOARD MEETING - AGENDA #961**

Written notice is hereby given in accordance with Education Code Section 35144 that a special Meeting of the Board of Education of Oak Park Unified School District will be held:

DATE: Tuesday, May 29, 2018  
TIME: 5:00 p.m. Closed Session  
6:30 p.m. Open Session  
PLACE: **Oak Park Unified School District – Conference Room**  
5801 Conifer Street, Oak Park, CA 91377

Call to Order \_\_\_\_\_  
Pledge of Allegiance  
Roll Call  
Public Comments

**CLOSED SESSION**

**A. SUPERINTENDENT EVALUATION**

**B. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE**

Pursuant to Government Code Section 54957

**C. CONFERENCE WITH LABOR NEGOTIATORS:**

Agency designated representatives: Leslie Heilbron and Martin Klauss  
Employee organizations: Oak Park Teachers Association and Oak Park Classified Association

Call to Order  
Roll Call  
Report on Closed Session Items  
Adoption of Agenda  
Public Comments – Speakers on Agenda and Non-Agenda Items

**OPEN SESSION**

**A. BUSINESS SESSION**

**ACTION**

**1. BUSINESS SERVICES**

- a. [Public Hearing and Board Review: Proposed 2018-19 Oak Park Unified School District Local Control and Accountability Plan](#)  
*Board will conduct a Public Hearing and Review the LCAP*

- b. **Public Hearing and Board Review: Proposed 2018-19 Oak Park Unified School District Annual Budget**  
*Board will conduct a Public Hearing and Review the annual budget*
- c. **Approve Master Architectural Services Agreement with HED Architects for Measure S Projects**  
*Board Policy 3312 requires Board approval for contracts for services*
- d. **Ratify Amendment to Architectural Services Agreement for Project 17-35S, Kitchen Improvements at Medea Creek Middle School**  
*Board Policy 3312 requires Board approval for contracts for services*

## **2. BOARD**

- a. **Approve 2018-2019 School Handbooks/Discipline Plans**  
*Board approval required for school handbooks/discipline*

## **3. BOARD POLICIES**

- a. **Approve Amendment to Board Policy and Administrative Regulation 5132 Dress and Grooming - First Reading**  
*Board Policy and Regulation updated to include characteristics listed in Education Code 220 and language revised to maintain consistency between the Policy and the Regulation.*

Date: May 25, 2018

Anthony W. Knight, Ed.D.  
Superintendent and Secretary to the Board of Education

**TO: MEMBERS, BOARD OF EDUCATION**

**FROM: DR. ANTHONY W. KNIGHT, SUPERINTENDENT**

**DATE: MAY 29, 2018**

**SUBJECT: A.1.a. PUBLIC HEARING AND BOARD REVIEW: PROPOSED 2018-19  
OAK PARK UNIFIED SCHOOL DISTRICT LOCAL CONTROL  
AND ACCOUNTABILITY PLAN**

PUBLIC HEARING/DISCUSSION

**ISSUE:** Shall the Board hold a public hearing and review the proposed 2018-19 Oak Park Unified School District Local Control and Accountability Plan?

**BACKGROUND:** Effective July 1, 2014, under the State's K-12 Local Control Funding Formula (LCFF) finance system, school districts and County Offices of Education are required to develop, adopt, and annually update a three-year Local Control and Accountability Plan (LCAP), using a form adopted by the California State Board of Education (SBE). The LCAP identifies the District's goals and measurable outcomes for students in a three-year plan, and demonstrates compliance with the State's priorities and metrics in accordance with statutes.

In the middle year of the three-year plan, the 2018-19 Oak Park Unified School District LCAP has been developed with the input from diverse groups of stakeholders. In conformance with Education Code 52062, the District's initial draft of the 2018-19 LCAP was presented at the Board's regular meeting on May 17, 2018. At this evening's meeting a public hearing will be conducted to solicit the comments and recommendations of the public regarding the proposed LCAP. The proposed 2018-19 Local Control Accountability Plan may be accessed at the following link: <https://goo.gl/YH1aom>

Adoption of the District's 2018-19 LCAP is scheduled for the June 12, 2018 meeting of the Board of Education.

**RECOMMENDATION:** None – for information, discussion, and receipt of public comment only.

Prepared by: Dr. Leslie Heilbron, Assistant Superintendent, Human Resources  
Dr. Jay Greenlinger, Director, Curriculum and Instruction  
Lisa Nilles, Director, Fiscal Services  
Martin Klauss, Assistant Superintendent, Business and Administrative Services

Respectfully submitted:

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Anthony W. Knight, Ed.D.  
Superintendent

**TO: MEMBERS, BOARD OF EDUCATION**

**FROM: DR. ANTHONY W. KNIGHT, SUPERINTENDENT**

**DATE: MAY 29, 2018**

**SUBJECT: A.1.b. PUBLIC HEARING AND BOARD REVIEW: PROPOSED 2018-19  
OAK PARK UNIFIED SCHOOL DISTRICT ANNUAL BUDGET**

PUBLIC HEARING/DISCUSSION

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**ISSUE:** Shall the Board hold a public hearing and review the proposed 2018-19 Oak Park Unified School District annual budget?

**BACKGROUND:** On May 11, 2018 Governor Brown presented his May Revision to the proposed 2018-19 state budget. The Governor's proposed budget for K-12 education provides only slightly more funding than his January proposal. The impact of the May Revision on the District's proposals for its Local Control Funding Formula (LCFF) budget and accompanying Local Control and Accountability Plan (LCAP) will be the subject of this public hearing and Board review.

At this evening's meeting, after a public hearing on the 2018-19 LCAP, a public hearing will be held to solicit the recommendations and comments of the public regarding the proposed 2018-19 OPUSD budget. Staff will provide an update and recommendation based on the most current information available, including LCAP recommendations, local budget assumptions, enrollment and staffing projections, and revenue and expenditure forecasts. The proposed 2018-19 OPUSD budget may be accessed at the following link: <https://goo.gl/KEJZJx>

Adoption of the District's 2018-19 LCAP and annual operating budget is scheduled for the June 12, 2018 meeting of the Board of Education.

**RECOMMENDATION:** None – for information, discussion, and receipt of public comment only.

Prepared by: Lisa Nilles, Director, Fiscal Services  
Martin Klauss, Assistant Superintendent, Business and Administrative Services

Respectfully submitted:

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Anthony W. Knight, Ed.D.  
Superintendent

**TO: MEMBERS, BOARD OF EDUCATION**  
**FROM: DR. ANTHONY W. KNIGHT, SUPERINTENDENT**  
**DATE: MAY 29, 2018**  
**SUBJECT: A.1.c. APPROVE MASTER AGREEMENT FOR ARCHITECTURAL SERVICES FOR MEASURE S PROJECTS**

ACTION

**ISSUE:** Shall the Board of Education Approve the Master Agreement for Architectural Services for Measure S Projects with Harley Ellis Devereaux (HED) Architecture & Planning?

**BACKGROUND:** At its meeting in October 2017, the Board awarded the RFP for Measure S architectural services to HED Architecture & Planning as recommended by the Measure S Committee, and authorized the Administration to negotiate and enter into an agreement with the architect.

At this evening's meeting, the Board is asked to approve the resulting agreement, which may be accessed by the following link: <https://goo.gl/FKNRQj>. Aside from specifying the fee rates and structure for services to be provided, there is no direct cost associated with the contract, which is intended to serve as the Master Agreement for architectural and engineering services in general. The Master Agreement provides for specific Architectural Service Orders (refer to Exhibit 1 of the Agreement) identifying service scope and fees for each individual project, subject to Board approval prior to commencing any architectural services.

**ALTERNATIVES:**

1. Approve the Master Agreement for Architectural Services for Measure S Projects with HED Architecture & Planning.
2. Direct staff to modify the Master Agreement for Architectural Services for Measure S Projects with HED Architecture & Planning.
3. Do not approve the Master Agreement for architectural services.

**RECOMMENDATION:** Alternative No. 1

Prepared by: Martin Klauss, Assistant Superintendent, Business and Administrative Services

Respectfully submitted:

\_\_\_\_\_  
Anthony W. Knight, Ed.D.  
Superintendent

Board Action: On motion of \_\_\_\_\_, seconded by \_\_\_\_\_, the Board of Education:

VOTE:	AYES	NOES	ABSTAIN	ABSENT
Hazelton	_____	_____	_____	_____
Helfstein	_____	_____	_____	_____
Laifman	_____	_____	_____	_____
Rosen	_____	_____	_____	_____
Ross	_____	_____	_____	_____

**TO: MEMBERS, BOARD OF EDUCATION**

**FROM: DR. ANTHONY W. KNIGHT, SUPERINTENDENT**

**DATE: MAY 29, 2018**

**SUBJECT: A.1.d. RATIFY AMENDMENT TO ARCHITECTURAL SERVICES  
AGREEMENT FOR PROJECT 17-35S, KITCHEN IMPROVEMENTS  
AT MEDEA CREEK MIDDLE SCHOOL**

ACTION

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**ISSUE:** Shall the Board of Education approve an amendment to the architectural services agreements with HED Architects for Project 17-35S, Kitchen Improvements at Medea Creek Middle School?

**BACKGROUND:** At its meeting on January 16, 2018, the Board of Education approved an architectural services agreement for Project 17-35S, Kitchen Improvements at Medea Creek Middle School with HED Architects, in the amount of \$125,200. HED has prepared plans that have been approved by the Ventura County Health Department and the Division of the State Architect (DSA). Subsequent to receiving the approval of those agencies, the District has identified modifications to the project that it would like incorporated prior to releasing its Request for Bids for this project. Those changes, which include revisions in the dishwashing area layout and equipment floor plan, addition of an ORCA food disposal system, and related utility modifications, will increase the original scope of construction and require additional architectural design services. HED Architects has submitted the following proposal for these services, in the amount of \$14,000, which includes \$800 for reimbursable expenses. After review and recommendation by the Measure S Facility Subcommittee, it is respectfully requested that the Board ratify the amendment to the architectural services agreements with HED Architects for Project 17-35S, Kitchen Improvements at Medea Creek Middle School as proposed.

**ALTERNATIVES:**

1. Approve the amendment to the architectural services agreements with HED Architects for Project 17-35S, Kitchen Improvements at Medea Creek Middle School, in the total amount of \$14,000.
2. Do not approve the amendment.

**RECOMMENDATION:** Alternative No. 1

Prepared by: Martin Klauss, Assistant Superintendent, Business and Administrative Services

Respectfully submitted:

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Anthony W. Knight, Ed.D.  
Superintendent

BOARD MEETING, MAY 29, 2018  
Ratify Amendment to Architectural Services  
Agreement, Project 17-35S, Kitchen Improvements  
At Medea Creek Middle School  
Page 2

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Board Action: On motion of \_\_\_\_\_, seconded by \_\_\_\_\_, the Board of Education:

VOTE:	AYES	NOES	ABSTAIN	ABSENT
Hazelton	_____	_____	_____	_____
Helfstein	_____	_____	_____	_____
Laifman	_____	_____	_____	_____
Rosen	_____	_____	_____	_____
Ross	_____	_____	_____	_____



*Advancing your world*

**WWW.HED.DESIGN**

May 21, 2018

Martin Klauss & Dr. Anthony Knight  
Assistant Superintendent  
Business and Administrative Services  
Oak Park Unified School District  
5801 Conifer Street  
Oak Park, CA 91377

Subject: Proposal for Medea Creek Middle School Kitchen Renovation Additional Scope  
for Revised Warewash and Composter  
HED Project Number: 2017-03496-000

Dear Martin and Tony:

Thank you for the opportunity to submit this proposal for professional architecture and engineering services for the Medea Creek Middle School Kitchen Renovation revisions to the existing scope of work. We appreciate your confidence in our firm to serve your redevelopment needs and look forward to working with you.

### **Scope of Services**

This proposal is based upon our understanding of the scope of work as follows for additional services related to the current foodservice design effort for the kitchen improvements. This fee proposal is based on revisions to the existing scope of work. The changes are as follows:

- 1) Two coordination meetings via teleconference
- 2) Ware Wash area revision
- 3) Add location for future composter
- 4) Revise equipment layout with end users
- 5) Equipment floor plan revisions
- 6) Equipment schedule revisions
- 7) Plumbing rough-in plan revisions
- 8) Electrical rough-in plan revisions
- 9) Custom equipment elevations (blocked-out) updated
- 10) Equipment specification revisions
- 11) Coordinate changes with health Department and DSA
- 12) Provide utility connections for new ORCA food disposal system. Update plumbing plans based on revised ware wash area.

**Chicago**

**Detroit**

**Los Angeles**

**San Diego**

**San Francisco**





Martin Klauss  
Assistant Superintendent  
Business and Administrative Services  
May 21, 2018  
Page 2

13) Provide 1/2" water line and min. 3" sewer line for new ORCA equipment per cut sheet.

14) Update utility connections for ware wash equipment based on revised layout.

HED will work in collaboration with the food service consultant and MEP engineers to update the program, design and contract documents for completion of the project.

### **Schedule**

The schedule of work to perform this additional scope of services will be two weeks.

### **Fee Proposal**

#### *Basic Services Fee*

HED's fee for providing the above outlined services will be on a lump sum basis for **Thirteen thousand two hundred dollars (\$13,200.00)** excluding reimbursable expenses as outlined. Fees for plumbing, mechanical and food service consultants are included.

#### *Reimbursable Expenses*

The following out-of-pocket expenses will be reimbursed at the rate of One and Ten Hundredths (1.1) times the actual cost to HED:

- Expenses related to traveling to client meetings or to project sites for parking and mileage
- Printing, reproduction and delivery-related expenses for documents requested by OPUSD for presentations.

Reimbursable Expenses are not to exceed **Eight hundred dollars (\$800.00)**.

#### *Hourly Rates*

Hourly rates will be as outlined in the Master Agreement, consistent with billing rates applied to date this year.

~~Note: Hourly rates are subject to change annually and are effective through December 31, 2018.~~

### **General Conditions**



Martin Klauss  
Assistant Superintendent  
Business and Administrative Services  
May 21, 2018  
Page 3

General Conditions shall be per pending Master Agreement.

If this proposal meets with your approval and you choose to proceed, please contact me to begin the process for work authorization. This proposal will be considered valid for sixty (60) days from date of issue.

If you have any questions regarding this proposal for services, or if you wish to discuss any aspect of the project, please contact me directly. We look forward to this opportunity to continue to serve OPUSD.

Very truly yours;

A handwritten signature in blue ink, appearing to read 'John Dale', is located below the 'Very truly yours;' text.

John R. Dale, FAIA  
Principal-in-Charge

JRD:jrd

Accepted on behalf of the  
Oak Park Unified School District

A handwritten signature in blue ink, appearing to read 'Martin Klauss', is located below the 'Accepted on behalf of the' text.

Martin Klauss  
Assistant Superintendent  
Business and Administrative Service  
May 22, 2018

**TO: BOARD OF EDUCATION**  
**FROM: DR. ANTHONY W. KNIGHT, SUPERINTENDENT**  
**DATE: MAY 29, 2018**  
**SUBJECT: A.2.a. APPROVE 2018-2019 SCHOOL HANDBOOK/DISCIPLINE PLANS**

ACTION

**ISSUE:** Shall the Board of Education review and approve the 2018-2019 Handbooks/Discipline Plan?

**BACKGROUND:** Education Code 35291.5 requires each public school to adopt rules and procedures on school discipline applicable to the school. In developing the rules and procedures, each school is to solicit the participation, views, and advice of parents, teachers, school administrators, and in some cases, students.

Each year the schools review their handbooks to make sure they match practices and that there is uniformity within the District. School Handbooks can be accessed at this link: <https://goo.gl/1p7WhP>

**ALTERNATIVES:** 1. Review and approve 2018-2019 Handbook/Discipline Plans as presented.  
2. Do not approve 2018-2019 Handbook/Discipline Plans.

**RECOMMENDATION:** Alternative # 1.

Respectfully Submitted:

\_\_\_\_\_  
Anthony W. Knight, Ed.D.  
Superintendent

Board Action: On motion of \_\_\_\_\_, seconded by \_\_\_\_\_, the Board of Education:

VOTE:	AYES	NOES	ABSTAIN	ABSENT
Hazelton	_____	_____	_____	_____
Helfstein	_____	_____	_____	_____
Laifman	_____	_____	_____	_____
Rosen	_____	_____	_____	_____
Ross	_____	_____	_____	_____

**TO: MEMBERS, BOARD OF EDUCATION**

**FROM: DR. ANTHONY KNIGHT, SUPERINTENDENT**

**DATE: MAY 29, 2018**

**SUBJECT: A.3.a. APPROVE AMENDMENT TO BOARD POLICY AND  
ADMINISTRATIVE REGULATION 5132 – DRESS AND GROOMING  
– First Reading**

**ACTION**

**ISSUE:** Should the Board of Education approve the proposed amendment to Board Policy and Administrative Regulation 5132 – Dress and Grooming?

**BACKGROUND:** Board Policy and Regulation updated to include characteristics listed in Ed Code 220 and language revised to maintain consistency between the Policy and the Regulation.

**ALTERNATIVES:**

1. Approve the amendment to Board Policy and Administrative Regulation 5132 – Dress and Grooming.
2. Do not amend Board Policy and Administrative Regulation 5132 – Dress and Grooming.

**RECOMMENDATION:**  
Approval of Alternative #1.

Respectfully submitted,

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Anthony W. Knight, Ed.D.  
Superintendent

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Board Action: On motion of \_\_\_\_\_, seconded by \_\_\_\_\_, the Board of Education:

VOTE:	AYES	NOES	ABSTAIN	ABSENT
Hazelton	_____	_____	_____	_____
Helfstein	_____	_____	_____	_____
Laifman	_____	_____	_____	_____
Rosen	_____	_____	_____	_____
Ross	_____	_____	_____	_____

# OAK PARK UNIFIED SCHOOL DISTRICT BOARD POLICY

Series 5000

Students

BP 5132(a)

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## Dress And Grooming

The Governing Board believes that the purpose of a student dress ~~and appearance code regulations~~ is to encourage students to dress appropriately ~~for~~ attendance at school and to adequately prepare them for participation in the educational process. Dress code policies should also protect the health, safety, and welfare of all students.

The primary responsibility for a student's attire resides with the student and his/her parents/guardians. There ~~is an~~ expectations that all students will dress in a way that is appropriate for the day or any school-sponsored event.

The Governing Board further believes:

1. All students should be able to dress comfortably for school without fear of or actual unnecessary discipline or body shaming ~~due to attire~~.
2. All students ~~and staff~~ should understand that they are responsible for managing their own personal "distractions" without ~~impinging upon another~~ regulating individual student's choice of clothing/self-expression.
3. Students should not face unnecessary barriers to school attendance.
4. Dress codes and administrative enforcement of such should not reinforce or increase marginalization or oppression of any group based on, including but not limited to, disability, race, gender, ethnicity, nationality, immigration status, religion, sexual orientation, household income, gender identity, gender expression or cultural observance.
5. Reasons for conflict and inconsistent discipline ~~due to attire~~ should be minimized whenever possible.

Students and parents/guardians shall be informed about dress and grooming standards at the beginning of the school year and whenever these standards are revised.

*(cf. 4119.22 - Dress and Grooming)*

*(cf. 5145.2 - Freedom of Speech/Expression)*

*(cf. 5144 - Discipline)*

## Gang-Related Apparel

The principal, staff and parents/guardians at a school may establish a reasonable dress code that prohibits students from wearing gang-related apparel when there is evidence of a gang presence that disrupts or threatens to disrupt the school's activities. Such a dress code may be included as part of the school safety plan and must be presented to the Board for approval. The Board shall approve the plan upon determining that it is necessary to protect the health and safety of the school's students.

# OAK PARK UNIFIED SCHOOL DISTRICT BOARD POLICY

Series 5000

Students

BP 5132(b)

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(cf. 0450 - Comprehensive Safety Plan)

(cf. 5136 - Gangs)

*Legal Reference:*

EDUCATION CODE

35183 School dress codes; uniforms

35294.1 School safety plans

48907 Student exercise of free expression

49066 Grades; effect of physical education class apparel

CODE OF REGULATIONS, TITLE 5

302 Pupils to be neat and clean on entering school

*Hartzell v. Connell* (1984) 35 Cal. 3d 899

*Arcadia Unified School District v. California Department of Education*, (1992) 2 Cal. 4th 251

*Marvin H. Jeglin et al v. San Jacinto Unified School District et al* 827 F.Supp. 1459 (C.D. Cal. 1993)

Adopted: 5-24-78

Amended: 8-5-92, 9-17-02, 5-17-2018, 5-29-2018

# OAK PARK UNIFIED SCHOOL DISTRICT ADMINISTRATIVE REGULATION

Series 5000

Students

AR 5132(a)

## Dress and Grooming

In cooperation with teachers, students and parents/guardians, the principal or designee shall establish school rules governing student dress and grooming which are consistent with law, Governing Board policy and administrative regulations. These school dress codes shall be regularly reviewed.

*(cf. 0420 - School Plans/Site Councils)*

Each school shall allow students to wear sun-protective clothing, including but not limited to hats, for outdoor use during the school day. (Education Code 35183.5)

Freedom of expression is a right guaranteed to all students. Each student's dress ~~and personal appearance~~ is, within certain limits, a matter of personal style and individual preference. Each school shall have the latitude to prohibit the wearing of any clothing, attire, apparel or accessory which is hazardous to or disruptive of the learning environment, ~~or which interferes with the health and safety of other students~~. Each school principal, in cooperation with teachers, students, ~~and~~ parents/guardians, may establish school rules governing student ~~attire wear and personal appearance~~, yet restrictions that are imposed must be necessary to support the overall educational goals of the school.

~~The District and individual schools are responsible for seeing that student attire does not interfere with the health or safety of any student. Schools shall have latitude to prohibit the wearing of clothing, shoes or accessories which are hazardous to or disruptive of learning environment.~~

The following guidelines shall apply to all regular school activities:

1. Students must wear clothing including both a shirt with pants or skirt, or the equivalent (i.e. dresses, leggings, or shorts) and shoes or sandals.
2. Clothing must cover the chest, back, buttocks, and torso.
3. Clothing must cover undergarments.
4. Clothing must not be see-through.
5. Clothing may not depict, advertise or advocate the use of alcohol, tobacco, marijuana or other controlled substances.
6. Clothing may not use or depict hate speech targeting groups based on, ~~including but not limited to, disability, -race, gender, ethnicity, nationality, -gender, immigration status, religion, sexual orientation, household income, gender identity, gender expression, or cultural observance~~ religious affiliation, immigration status, or any other protected classification.

# OAK PARK UNIFIED SCHOOL DISTRICT

## ADMINISTRATIVE REGULATION

Series 5000

Students

AR 5132(b)

7. Students may not wear clothing ~~or~~ accessories that feature offensive images or language including profanity, hate speech, pornography, vulgarities, or defamatory language.
8. Clothing must be suitable for all scheduled classroom activities including physical education, science labs, shop classes, field trips and other activities where unique hazards or specialized attire or safety gear is required.
9. Hats and other headwear must allow the face to be visible to staff. Masks are not allowed.

Coaches and teachers may impose more stringent dress requirements to accommodate the special needs of certain sports and/or classes.

*(cf. 3260 - Fees and Charges)*

No grade of a student participating in a physical education class shall be adversely affected if the student does not wear standardized physical education apparel because of circumstances beyond the student's control. (Education Code 49066)

*(cf. 5121 - Grades/Evaluation of Student Achievement)*

The principal, staff, students and parent/guardians at each school may establish reasonable dress and grooming regulations for times when students are engaged in extracurricular or other special school activities.

### Gang-Related Apparel

At individual schools that have a dress code prohibiting gang-related apparel at school or school activities, the principal, staff and parents/guardians participating in the development of the school safety plan shall define "gang-related apparel" and shall limit this definition to apparel that reasonably could be determined to threaten the health and safety of the school environment if it were worn or displayed on a school campus. (Education Code 35294.1)

Attire or grooming depicting or advocating violence, criminal activity, gang-related activity including attire, logos, or colors identified by [Ventura County Sheriff's Department \(VCSD\)](#), [Los Angeles County Sheriff's Department \(LASD\)](#), or [Los Angeles Police Department \(LAPD\)](#) as gang-affiliated are prohibited.

Students who participate in a nationally recognized youth organization shall be allowed to wear organization uniforms on days when the organization has a scheduled meeting. (Education Code 35183)



# OAK PARK UNIFIED SCHOOL DISTRICT ADMINISTRATIVE REGULATION

Series 5000

Students

AR 5132(c)

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## Enforcement

A school dress code is only as effective and fair as its enforcement. Enforcement shall be consistent with a school's overall discipline plan and ~~Enforcement of school dress codes~~ shall ensure that all students are treated equitably regardless of gender/gender identification, sexual orientation, race, ethnicity, immigration status, body type/size, religion, and personal style. All school staff shall be notified and informed of the policy at the beginning of the school year in regards to its purpose and spirit, and how to enforce it without shaming students or disproportionately impacting certain student groups. ~~Staff should be guided by the dress code policy and follow the letter and spirit of the dress code.~~

When a school staff member or school administrator discusses a dress or grooming violation with a student, ~~the Board recommends that another adult should be present and at least one of the two adults should be the same gender identity as the student~~ a male and a female adult should be present whenever possible. Unless there is an immediate concern, a student should not be spoken to about a dress code violation in front of other students.

Teachers or staff discussing a dress or grooming violation with a student should present options for obtaining appropriate clothing (e.g. school clothing supply, call home, borrow from a friend).

Teachers should send a referral to the administration when a student is in violation of the dress code.

Whenever possible, students should not be required to wear school owned replacement garments and should never be required to wear specific garments as a disciplinary measure.

Discipline for dress or grooming violations should be consistent with the discipline policies for comparable violations.

The superintendent or designee will ensure that each school site outlines the District and School dress code guidelines in the School Handbook.

Adopted: 9-17-02

Amended: 5-17-18, 5-29-18