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TO: Board of Education

FROM: Dale Ellis

DATE: March 4, 2019

SUBJ: MCS Board of Education Policies #4317 & 4317-R (ACTION ITEM)

Please find Policy Codes #4316, #4317, and #4317-R. As outlined in Policy Code #4316, all students are required to abide by a dress code that is adopted and publicized by the school, and as long as it is not substantially disruptive, provocative, obscene, or dangerous to the health or safety of students and others. Further, Policy Codes #4317 and #4317-R, clearly lay out a standard for school uniforms at both East Middle and West Middle Schools.

I would like to hold a discussion on the school uniform policies. As we have discussed before, we routinely deal with complaints as it relates to those policies in particular. I think at the time it was adopted it was necessary but it may be time to consider if the policies are still needed.

I would recommend that the policies remain on the books for now but that we consider waiving Policy Codes #4317 and #4317-R on a trial basis for school year 2019-2020. We could vote on it tonight or present it and wait to vote after the Board requests community feedback for 30 days. Such process would allow a vote to be taken next month if the board so desires.

I am available to answer any questions you might have.

The board believes that the dress and personal appearance of students greatly affect their academic performance and their interaction with other students. The board requests that parents outfit their children in clothing that is conducive to learning. Generally, dress and grooming standards as determined by the student and his or her parents will be deemed acceptable. However, the board prohibits any appearance or clothing that does the following:

1. violates a reasonable dress code adopted and publicized by the school;
2. is substantially disruptive (for information on gang-related attire, see policy 4328, Gang-Related Activity);
3. is provocative or obscene; or
4. endangers the health or safety of the student or others.

Before receiving disciplinary consequences, a student who is not in compliance with this policy or a school dress code will be given a reasonable period of time to make adjustments so that he or she will be in compliance. Disciplinary consequences for a student who fails to comply after being offered this opportunity shall be consistent with Section D of policy 4300, Student Behavior Policies. The superintendent or designee shall list in the Code of Student Conduct the specific range of consequences that may be imposed on a student for violation of the dress code.

Legal References: G.S. 115C-47, -390.2

Cross References: Student Behavior Policies (policy 4300), School Plan for Management of Student Behavior (policy 4302), Disruptive Behavior (policy 4315), Gang-Related Activity (policy 4328)

Adopted: August 5, 2002

Updated: May 4, 2009

Updated: September 14, 2011

Updated: June 4, 2018

In order to provide an educational environment that is safe, conducive to learning, and promotes school pride and student self-esteem, all Montgomery County middle school students will be required to dress in school uniforms according to board policy effective the first day of the 2004-2005 school year.

Students who object to the school uniform policy, based upon sincerely held religious beliefs, may be exempt from the school uniform policy. For information on requesting a religious exemption, see Policy 3510, *Religious-Based Exemptions from School Programs*.

The following schools have been approved to require students to wear school uniforms beginning with the 2004-2005 school year:

- East Middle School
- West Middle School

Legal References: U. S. Constitution, Amend. I; G.S. 115C-16, -47, -390, - 391

Cross References: Student Dress (policy 4316); Religious-Based Exemptions from School Programs (policy 3510); Disruptive Behavior (policy 4315)

Adopted: May 3, 2004  
Revised: October 4, 2004  
Revised: July 14, 2005

**UNIFORM DESCRIPTION****A. SHIRTS**

1. Must be golf/polo style with a collar.
2. Must have buttons or snaps only
3. Must be a solid school color (see below for individual school color selections)

East Middle School shirt colors	West Middle School shirt colors
Black	Black
Blue	Purple
Gray	Teal
White	White
4. May be long or short sleeve (sleeveless shirts are not permitted)
5. Graphics on shirts may not exceed 2 inches.
6. Must be tucked in at all times with the exception of approved sweaters and sweatshirts

**B. OTHER APPROVED TOPS**

1. Button down collar dress shirt (school colors) or collared blouses. Blouses cannot be transparent.
2. Mock turtlenecks/turtlenecks
3. Crew neck sweaters/sweatshirts (solid school colors) cannot hang past straddle of the pants.
4. Pullover and jacket style hooded sweatshirts in a school color or with the school logo may be worn. Hoods may not be worn inside or outside the school building. Hoods may be worn while going to and from cars or buses during inclement weather.
5. T-shirts can only be worn as under clothing if it matches the school colors. Writing or graphics must not show through the top garment. T-shirts are not allowed to be worn as the primary shirt unless they are spirit wear shirts.

**C. PANTS, SHORTS, SKIRTS, JUMPERS, DRESSES, SKORTS, OVERALLS**

1. At East Middle School, all bottom garments must be black, khaki or navy blue in color. At West Middle School, all bottom garments must be khaki, navy blue or black in color.

2. Bottom garments must be free of graphics.
3. Garments cannot have frays or holes and must be hemmed and not dragging the floor. No skin may be visible.
4. Boys' pants must be worn at the waist at all times. Girls will be allowed to wear low rider pants as long as they are not to an extreme and their shirts are totally tucked inside the pants with no undergarment showing.
5. Garments that do not fit properly will not be tolerated including oversized, undersized, and skin tight garments.
6. Form fitting spandex (or stretch) material, nylon, blue jeans, sweatpants\*, and pajama type pants are prohibited. Warm-ups will be allowed if they are part of an athletic uniform or spirit wear outfit.
7. Skirts/skorts/jumpers/dresses cannot be shorter than 3 inches above the knee.

**D. BELTS**

1. Students must wear belts if the garment was manufactured with belt loops.
2. Belts or waistbands must be visible with shirts tucked in except when approved sweaters or sweatshirts are worn.
3. Belts must be an appropriate length and not hang below the straddle.

**E. SHOES**

1. Some type of footwear must be worn at all times.
2. Shoe laces must be tied at all times. Only one set of shoelaces may be worn.
3. Shoes must match and be the appropriate size
4. No flip flops, rubber soccer style sandals, or bedroom shoes may be worn.

**F. OVERCOATS**

1. Overcoats may be worn to school and placed in the student's locker for the entire day.

**G. LIGHT WEIGHT JACKETS**

1. The jacket must be in school colors and be one solid color.
2. The jacket cannot have any labels, artwork, or graphics with the exception of school pride wear and may be worn during the day during cold weather.

**H. HATS/SUNGLASSES**

1. Hats, sunglasses, do-rags, sweat bands and headbands or other items that may be seen as a disruption to the school setting are prohibited during the school day or extended school day.
2. Students whose religious tenets require the wearing of headgear will not be prohibited from wearing those items.

**I. SOCKS**

1. Both socks must match and be the same color
2. Socks must be worn in a manner that does not undermine the integrity of the uniform.

**J. PERSONAL APPEARANCE**

1. Combs and other hair grooming items cannot be visible in the hair.
2. All necklaces/medallions must be worn under clothing.
3. Piercing cannot present a health hazard or cause a disruption to the school environment.
4. Simple jewelry is appropriate and must be worn in a manner that does not undermine the integrity of the uniform policy. No heavy or spiked jewelry may be worn.

**K. MISCELLANEOUS**

1. *School Pride Apparel* may be worn as a part of the approved uniform.
2. Students may not wear anything that disrupts the classroom environment
3. Parents who need financial assistance providing appropriate uniforms may submit their request form to the school principal or assistant principal. The request form is available at the school or online at [www.montgomery.k12.nc.us](http://www.montgomery.k12.nc.us) . All requests for assistance must be received by June 1 to be considered for the upcoming school year. The request will be reviewed by the School Uniform Committee and parents will be notified by mail.
4. Any item that is worn to school must not undermine the integrity of the *School Uniform Policy*, serve as a disruption to the educational process or present a health hazard to an individual or their peers.

Adopted: July 14, 2005  
Updated: October 2, 2009  
Updated: May 2, 2011  
Updated: November 7, 2011  
Updated: August 6, 2012  
Updated: December 3, 2012  
Updated: June 3, 2013