



DEPARTMENT OF EDUCATION OFFICE OF THE SUPERINTENDENT

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JON J. P. FERNANDEZ
Superintendent of Education

August 8, 2014

SCHOOL UNIFORMS NOT OPTIONAL

The Guam Department of Education (“GDOE”) is reminding all students and parents that school uniform policies are set forth at the school level and are not optional. For anyone interested, the use of school uniforms is guided by Board Policy 401 (attached) and Standard Operating Procedure 1200-01 (also attached). “There appears to be some confusion on the subject because of an opinion expressed by one individual,” said GDOE Superintendent Jon Fernandez. “However, we ask that parents rely on established board policy for guidance. School uniform policies have been implemented in order to promote school unity and pride, improve student behavior, and mitigate any socio-economic distinction in order to promote school environments free of harassment.”

To be clear on the matter and in accordance with the policy and SOP the following guidance is provided.

For Schools:

- All schools must have a school uniform policy, either voluntary or mandatory.
- Schools should involve parents and conduct periodic surveys.
- Schools will assist families that need financial help.
- Schools must register their logo with the Department of Revenue and Taxation.

For Students:

- Students that are 18 years old or older or parents/guardians of students that 17 years old or under, may opt out of wearing the school uniforms for medical, religious or other reasons deemed appropriate by the school Principal.
- Students are not to be penalized for not wearing vendor specific pants/shorts/skorts provided as they are generally the same color as what is required.
- Students are NOT to be suspended because of uniform violations, however, students who are persistently defiant and refuse to wear a school uniform can be disciplined in accordance with Board Policy 405 for continued willful disobedience and defiance of school rules.
- Students may wear any color undershirt, unless there is a reason to believe the color is gang affiliated and as long as there is no obscene language or pictures on the shirt. No long sleeve undershirts are to be worn at anytime. Undershirts must always be tucked in.
- Students are not allowed to wear revealing clothes, blouses, spaghetti straps and high heels. For safety reasons, no open toe shoes are allowed.

“As a public school parent myself, I know that many of our parents appreciate the effort of having uniforms,” said Fernandez. “It eliminates the need to keep up with trendy brand name clothing and difficulties in

deciding what to wear in the morning. Where families have trouble accessing uniforms, our schools are equipped to help." Students and parents should contact their school and inquire where the school uniform is available and to work collaboratively with the school administration to ensure your child is compliant with the school uniform policy and expectations."

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|-----------------------|-------------------------|--------------------------|
| Descriptor Term: | Descriptor Code: 401 | Issued Date: 12/07/11 |
| UNIFORM POLICY | Rescind: | Issued: |

BOARD POLICY

Introduction: In keeping with the Department of Education's Vision Statement of Preparing all Students for Life, Promoting Excellence and Providing Support and Board Policy 300 (the Board's Instructional Philosophy), the Board recognizes that school uniforms enhance the learning environment. Therefore, schools may adopt a uniform policy consistent with the District standard operating procedure, to include appropriate physical education attire that is supported and embraced by the school community.

The intent of this policy is to promote the following: improve student behavior, promote appropriate attire, promote unity and pride, promote safety and security of all school personnel, minimize and or eliminate any socio-economic distinction, and promote an environment free of harassment.

EXEMPTION PROVISION: There shall be a standard exemption provision in all mandatory School Uniform Policies. The Board recognized that parents or guardians of school students, including students who are 18 years or older, have the right to request for an exemption. However, exemptions will depend on the principal's sound judgment that a request is consistent with the mental, physical, and educational well being of the student.

- **Medical Reasons:** Examples of medical reasons include, but not limited to, allergic reaction to material, pregnancy, and other physical limitations preventing the wearing of the school uniform. Requests for medical exemptions must be accompanied by a Doctor's certification.

School-wide Exemption: General dress-down may be approved by the school principal if the activity promotes a sound educational purpose. Fundraising opportunities shall be at the discretion of the individual schools consistent with Board Policies. Student participation in dress down fundraising activities shall be optional.

School Uniform Implementation Guidelines: The following guidelines have been established to assist Public Schools in their quest to incorporate school uniforms within their program:

- By having parents involved and conducting periodic surveys.
- Determine whether to have a voluntary or mandatory school uniform policy
- Assist families that need financial help
- Treat school uniforms as part of the overall safety program

- No hats or Bandana's are to be worn on any school campus.

Students are not to be penalized for not wearing vendor specific pants/shorts/skorts provided as the pants are generally the same color as what is required, it is sufficient. Students who are not in school uniform will be subject to conferences, parental conferences, and work details. Students are NOT to be suspended because of uniform violations.

Students may wear any color undershirt (unless there is a reason to believe the color is gang affiliated) as long as there is no obscene language or pictures on the shirt. No long sleeve undershirts are to be worn at anytime. Undershirts must always be tucked in.

Students are not allowed to wear revealing clothes, blouses, spaghetti straps, and high heels. For safety reasons, no open toe shoes are allowed.

Schools may apply additional restrictions as per BP 400 to meet the mission of their schools with concurrence of the Superintendent.

New Schools: New Schools have exactly one school year to implement the school uniform policy.

Superintendent shall review and revise Standard Operating Procedure for the implementation of the School Uniform Policy within 60 days of the adoption of this Board Policy.

ADOPTED: Board of Education 03/08/03
AMENDED: 08/24/05; 03/12/08; 11/30/11



Corina Y. Paulino, Interim
Superintendent of Education

GUAM PUBLIC SCHOOL SYSTEM OFFICE OF THE SUPERINTENDENT



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STANDARD OPERATING PROCEDURES

SOP#: 1200-001

SUBJECT: SCHOOL UNIFORM'S

EFFECTIVE DATE: May 6, 2008

INQUIRIES: STUDENT SUPPORT SERVICES DIVISION

I. REFERENCES: BOARD POLICY 401 & BOARD POLICY 405

II. APPLICABILITY: ALL SCHOOLS WITHIN THE GUAM PUBLIC SCHOOL SYSTEM

III. PURPOSE: THE PURPOSE OF THIS SOP IS THE FACILITATE UNIFORMITY AMONG SCHOOLS WITHIN THE GPSS AND TO ENSURE THAT STUDENTS COME TO SCHOOL PREPARED AND READY TO LEARN

VI. PROCEDURES:

1. All schools are to adhere to the adopted Board Policy 401 regarding School Uniforms.
2. Students who do not wear vendor specific pants (but the pants are generally the same color as the vendor) will not be considered out of school uniform.
3. Shirts with the school logo must be worn with the required colored pair of pants, shorts, or skorts in order for the student to be in compliance with Board Policy 401.
4. Students who are persistently defiant and refuse to wear a school uniform (Shirt, pants, shorts, or skorts-non vendor specific pants does not render the student out of uniform) can be disciplined in accordance with Board Policy 405 for continued willful disobedience and defiance of school rules.
5. Students 18 years or older, may, with the approval of the Principal, opt out of wearing school uniforms for medical, religious, or other reasons deemed reasonable by the appointing authority.
6. All current schools within the GPSS must have a Uniform Policy in place by School Year 2008-2009.
7. All new schools shall implement a Uniform Policy within 1 year from the date they open their doors for students as well as have their school logo's registered with the Department of Revenue and Taxation.
8. All school Logo's must be registered with the Department of Revenue and Taxation within 90 days of the approval of this SOP for all schools currently implementing a Uniform Policy.

IX. RESPONSIBILITIES:

- a. The Administrator of Student Support shall have a work session with the school Principals and the Guam Education Policy Board to ensure they understand Board Policy 401 and this SOP.
- b. It is the responsibility of the School Principals to enforce Board Policy 401 and any other Board Policies within the Guam Public School System, to include this SOP.
- c. Associate Superintendents of Secondary and Elementary schools are responsible for their Principals ensuring their schools comply with the Uniform Policy (BP401) and this SOP.
- d. The Superintendent shall be the ultimate authority in enforcing this Board Policy and this SOP.

X. INTERNAL CONTROL: Evaluations of school personnel tasked with ensuring this Board Policy and SOP is adhered to.


XI. TRAINING: The Administrator of Student Support is responsible for ensuring that school Principals understand the Board Policy and this SOP.

XII. REPORTS: Reports are due each 5th of the proceeding month in the form of the Discipline Statistics Report. This report is sent directly to the Administrator of Student Support Services Division.

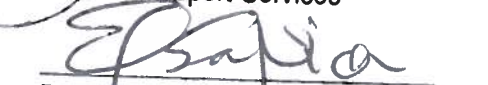
XIII. PENALTY: Failure to adhere to this SOP may result in Disciplinary action in accordance with the Policies, Rules, Regulations, and Procedures of the Guam Public School System and the Department of Administration.

XIV. EFFECTIVE DATE: "Upon date and signature unless otherwise noted."


XV. CHANGE(S): Changes to this policy shall be effectuated by the Superintendent of Education.


Mr. James Petite, Administrator,
Student Support Services

5/7/08
Date

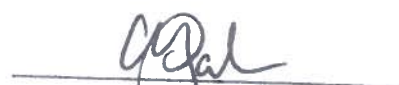

Dr. Eva San Nicolas, Acting
Associate Superintendent, Elementary

5/7/08
Date


Mr. Kenneth P. Chargualaf,
Associate Superintendent, Secondary

5/7/08
Date

APPROVED
 DISAPPROVED


Corina Y. Paulino, Interim
Superintendent of Education

5-8-08
(Date)