

**CONDUCT AND DRESS – NON CERTIFIED STAFF**

The Board 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 District 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; and
- 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 written request must be made to the Superintendent or his/her designee.

The Superintendent or designee will develop regulations or guidelines to implement this Policy.

**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 Superintendent 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.

**Implementation**

This policy shall be distributed annually to all staff members.

Date: June 25, 2007

Date Revised: October 28, 2013

**Legal References:**

- N.J.S.A. 18A:6-10 Dismissal and reduction in compensation of persons under tenure in public school system
- N.J.S.A. 18A:11-1 General mandatory powers and duties
- N.J.S.A. 18A:27-4 Powers of boards of education to make rules governing employment of teacher, etc, employment thereunder
- N.J.S.A. 18A:54-20 Powers of board (county vocational schools)

Hicks v. Pemberton Bd. of Ed., 1975 S.L.D. 332

Quiroli v. Linwood Bd. of Ed., 1974 S.L.D. 1035

Carlstadt Teachers Ass'n v. Carlstadt Bd. of Ed., App. Div. unreported decision (Docket No.: A-1469-80-T4, decided March 26, 1982)

UNIFORM STATE MEMORANDUM OF AGREEMENT BETWEEN  
EDUCATION AND LAW ENFORCEMENT OFFICIALS

**Possible**

**Cross References:**

- 4119.2 Responsibilities
- 4119.21 Conflict of Interest
- 4119.22 Conduct and Dress
- 4119.23 Employee Substance Abuse
- 4138 Nonschool employment
- 4138.2 Private Tutoring