

CONDUCT AND DRESS

The Board of Education believes that the appearance and dress of teaching and support staff members is an important component of the educational program of The Mendham Borough school district. The attitude of teaching staff members about their professional responsibilities and the importance of education in the lives of their pupils is reflected in their dress and appearance. Accordingly, in order to create an atmosphere of respect and an environment conducive to discipline and learning, the Board establishes guidelines for the dress of all staff members in the performance of their work and work-related duties and that support:

- A. Appropriate role modeling for students that encompasses the expectations that are set for students and conforms with policy 5132;
- B. Positive impression from the community;
- C. A working and learning environment that is healthy, safe and free from unnecessary disruption;
- D. An environment that is conducive to high student and staff performance.

The board of education 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 personal life of an employee is not an appropriate concern of the board except as it may directly prevent the employee from performing his/her properly assigned functions during the work day or affect his/her professional relationship with students.

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.

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Key Words

Employee Conduct, Employee Dress

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 Power of boards of education to make rules governing employment of teacher, etc.,
N.J.S.A. 18A:54-20 Powers of board (county vocational schools)

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

CONDUCT AND DRESS (continued)

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), 1982 S.L.D. 1448

Possible

<u>Cross References:</u>	4117.50	Standards for staff discipline
	4119.2	Responsibilities
	*4119.21/4219.21	Conflict of interest
	*4119.23/4219.23	Employee substance abuse
	*4119.26/4219.26	Electronic communication
	4119.24	Staff/student relations
	*4138/4238	Nonschool employment
	*4138.2	Private tutoring
	*5131.1	Harassment, intimidation and bullying
	*6144	Controversial issues

*Indicates policy is included in the Critical Policy Reference Manual.