

CONDUCT AND DRESS **(All Employees)**

The Norwood Board of Education expects all 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 his/her assignment;
- C. Dress and be groomed in such a way so as not to cause a health or safety hazard.

Criteria for Appropriate Dress

The criteria for assessing the appropriateness of an employee's attire shall be that the appearance presents no disruption or distraction from students' learning. If a staff member feels that an exception to this policy would enable him/her to carry out assigned duties more effectively, a request shall be made to the Chief School Administrator.

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 Chief School Administrator 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.

Date: January 15, 1996
Revised: December 13, 2004
Revised: April 23, 2009

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. 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), 1982 S.L.D. 1448

Cross References:

- 4119.21 Conflict of interest
- 4119.23 Employee substance abuse
- 4138 Nonschool employment
- 4138.2 Private tutoring
- 6144 Controversial issues