

CONDUCT AND DRESS

The Saddle River Board of Education expects staff conduct to be that of appropriate role models for students.

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;
- 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 request shall be made to the superintendent.

Unbecoming Conduct

When an employee, either within the schools or outside normal duties, creates conditions under which the proper operation of the school 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.

Adopted: March 2007  
NJSBA Review/Update: April 2014  
Readopted: December 2014

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.  
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

CONDUCT AND DRESS (continued)

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**

<b><u>Cross References:</u></b>	4117.50	Standards for staff discipline
	4119.2	Responsibilities
	*4119.21/4219.21	Conflict of interest
	*4119.23/4219.23	Employee substance abuse
	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.