

SPRINGFIELD PUBLIC SCHOOLS
Springfield New Jersey 07081

POLICY: CONDUCT AND DRESS

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. To protect the safety and health of staff and the students, the Chief School Administrator or his/her designee shall be responsible for the implementation of this policy.

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 pupils.

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.

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 c. 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. Carstadt 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 Non-school employment

Adopted: June 30, 1997
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