

CONDUCT AND DRESS

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

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.

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;
- E. Open back, thong style sandals such as flip-flops are NOT allowed;
- F. Tattoos that are considered offensive, racist, vulgar, show scenes of violence, drug-related, contain strong sexual imagery, gang related or contain obscene phrases may not be visible.
- G. Instructional aides shall wear footwear with a closed toe, closed back and no more than one inch height.
- H. Cafeteria workers shall wear comfortable, closed toe leather-type and low-heeled shoes. (Canvas tennis shoes and open-toed shoes are not allowed.)
- I. Maintenance workers shall wear comfortable, closed toe leather-type and low-heeled shoes. Work boots are preferred for protection and safety.

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:

October 27, 2022

CONDUCT AND DRESS (continued)

First Reading: October 26, 2022
Second Reading/Adoption: November 16, 2022

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

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

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