

CONDUCT AND DRESS

The Jersey City Board of Education expects staff conduct to be that of appropriate role models for students at all times their conduct is observed by students or the public.

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.

Dress Guidelines

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.

Administrative Review of 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.

Personal Relationships – Students Visiting Staff Homes

Staff members are prohibited from dating, engaging in other forms of close personal contact or fraternizing or from acting in a lewd manner with students.

Staff members are also prohibited from inviting any student to their home, or allowing a student to stay in the staff member's home, under circumstances which could reasonably suggest close personal contact of fraternizing.

The board recognizes that children of staff members may socialize with other children who are students in the public schools of the district and such socialization in a staff member's home is permitted. The board also recognizes that staff members may host parties after games or after school where students as well as other staff members are invited and this kind of socialization is permitted.

CONDUCT AND DRESS (continued)

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Key Words

Employee Conduct, Employee Dress

See Regulation Manual:

AR-1 Staff Dress Code

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

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

Cross References: 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.