Merchantville Board of Education 130 South Centre Street Merchantville, NJ 08109	File Code : 4119.22 /4219.22 Proposed : 10/14/2008 Adopted : 10/28/2008 Revised : Reviewed : 05/06/2024

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.

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.

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., 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

Possible Cross References:

4117.50	Standards for staff discipline
4119.2	Responsibilities
*4119.21	Conflict of interest
*4119.23	Employee substance abuse
4119.24	Staff/pupil relations
*4138	Nonschool employment
*4138.2	Private tutoring
*6144	Controversial issues

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