

CONDUCT AND DRESS

The Holmdel Township 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. When uniforms or other clothing items are provided by the Board of Education, they must be worn as directed.

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 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.

Source: Regular Board Meeting

Date: August 20, 1986

Revised: April 1, 1996

Legal References:	<u>N.J.S.A.</u>	18A:6-10	Dismissal and reduction in compensation of persons under tenure in public school system
	<u>N.J.S.A.</u>	18A:11-1	General mandatory powers and duties
	<u>N.J.S.A.</u>	18A:27-4	Power of boards of education to make rules governing employment of teacher, etc., employment thereunder
	<u>N.J.S.A.</u>	18A:54-20	Powers of board (county vocational schools)

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File Code: 4219.23

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:

4217.50	Standards for staff discipline
4219.2	Responsibilities
*4219.21	Conflict of Interest
*4219.23	Employee substance abuse
4219.24	Staff/pupil relations
*4238	Nonschool employment
*6144	Controversial issues

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

