

ALLOWAY TOWNSHIP SCHOOL DISTRICT
Alloway, New Jersey

FILE CODE: 4119.22/4219.22

Policy

☐ **Monitored**
☐ **Mandated**
☒ **Other Reasons**

CONDUCT AND DRESS

The Alloway Township School District 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 students.

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.

Adopted: July 23, 1996
Revised: October 28, 2003, December 2019
NJSBA Review/Update: April 2025
Readopted:

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.
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

CONDUCT AND DRESS (continued)

*6144

Controversial issues

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