

Policy

CONDUCT AND DRESS

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

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 or designee.

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.

Political Activities

The board prohibits the use of school premises and school time for partisan political purposes. Teacher and other staff members of Passaic Public Schools shall restrict their political activities as follows:

CONDUCT AND DRESS (continued)

- A. Staff members shall not engage in political activities on school premises unless permitted in accordance with board policy 1330 Use of School Facilities and/or applicable Federal and State laws;
- B. Staff members shall not post political circulars or petitions on school premises nor distribute such circulars or petitions to pupils nor solicit campaign funds or campaign workers on school premises;
- C. Staff members shall not display any material that would tend to promote any candidate for office on an election day in a school facility that is used as a polling place;
- D. Staff members shall not engage in any activity in the presence of pupils while on school property, which activity is intended and/or designed to promote, further or assert a position(s) on labor relations issues.

A certificated staff member employed by this district who is a member of the Senate or General Assembly of the State of New Jersey shall be entitled to time off from school district duties, without loss of pay, during the periods of his/her attendance at regular or special sessions of the legislature and hearings or meetings of any legislative committee or commission.

A certified staff member employed by this district who is a member of the Board of Chosen Freeholders of any county of New Jersey shall be entitled to time off from his/her duties, without pay, during the periods of his/her attendance at regular or special meetings of the board and of any committee thereof and at such other times as he/she shall be engaged in performing the necessary functions and duties of his/her office as a member of the board.

No other teaching staff member who holds elective or appointive office is so entitled to time off, except as such time off may be provided for by board policy or negotiated agreement.

The provisions of this policy do not apply to the discussion and study of politics and political issues appropriate to the curriculum, the conduct of pupil elections, or the conduct of employee representative elections. Nothing in this policy shall be interpreted to impose a burden on the constitutionally protected speech or conduct of a staff member or pupil.

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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

CONDUCT AND DRESS (continued)

<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.
<u>N.J.S.A.</u> 18A:54-20	Powers of board (county vocational schools)
<u>Hicks v. Pemberton Bd. of Ed.</u> , 1975 <u>S.L.D.</u> 332	
<u>Quiroli v. Linwood Bd. of Ed.</u> , 1974 <u>S.L.D.</u> 1035	
<u>Carlstadt Teachers Ass'n v. Carlstadt Bd. of Ed.</u> , App. Div., unreported decision (docket no. A-1469-80-T4, decided March 26, 1982), 1982 <u>S.L.D.</u> 1448	

Possible

<u>Cross References:</u>	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.