

DRESS – CERTIFIED STAFF

The purpose of this dress code is to promote and encourage an atmosphere which is conducive to teaching and learning. Students view their teachers as role models so it is important that staff members present an appropriate image and appearance.

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. The Board of Education recognizes that each staff member's mode of dress and grooming is an expression of personal style and individual appearance. The Board will not interfere with the right of staff members to make decisions regarding their appearance, as long as those decisions are guided by the following parameters:

- A. All dress and grooming must present an image and appearance which reflects standards that are acceptable to the school community, and which are appropriate for the job responsibilities to be performed.
- B. All dress and grooming must be neat, clean, inoffensive, and within the bounds of good taste.
- C. All dress and grooming must not have a negative impact of the maintenance of school and classroom discipline nor on the development of respect for authority.
- D. All dress and grooming must not present a danger to the health and safety of staff members or others.
- E. All dress and grooming must not diminish teaching effectiveness or have an adverse effect on the work of staff members.

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.

<u>Legal References:</u>	<u>N.J.S.A.</u> 18A:27-4	Power of Boards of education to make rules governing employment of teacher, etc.; employment there under
	<u>N.J.S.A.</u> 26:3D-15 through -21	Legislative findings and declarations ... (smoking in educational institutions)
	<u>N.J.A.C.</u> 6A:16-6.3	Reporting students or staff members to law enforcement authorities
	<u>N.J.A.C.</u> 6A:26-12.2(a)4	Policies and procedures for school facility operation

<u>Cross References:</u>	*1330	Use of school facilities
	*1410	Local units
	*3220/3230	State funds; federal funds
	4117.50	Standards for staff discipline

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

Key Words

Employee Dress

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