

**CRANFORD PUBLIC SCHOOLS
CRANFORD, NEW JERSEY**

POLICY: CONDUCT AND DRESS

The Cranford 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 Superintendent of Schools 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.

Identification Badges

1. Identification badges are considered part of employee dress.
2. Identification badges must be worn at all times.
3. It is the responsibility of the employees to update their identification picture every five (5) years.

<u>Legal References:</u>	<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)
	<u>Hicks c. 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. Carstadt 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>	4119.21	Conflict of interest
	4119.23	Employee substance abuse
	4138	Non-school employment

Adopted: April 14, 1997
Revised: October 26, 2009
Revised: December 14, 2009