

TEACHING STAFF MEMBERS/BUILDING ADMINISTRATORS
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DRESS AND GROOMING FOR TEACHING STAFF MEMBERS AND BUILDING
ADMINISTRATORS

3216 DRESS AND GROOMING FOR TEACHING STAFF MEMBERS AND
BUILDING ADMINISTRATORS

The Board of Education believes that the appearance and dress of teaching staff members is an important component of the educational program of this school district. The attitude of teaching staff members about their professional responsibilities and the importance of education in the lives of their pupils are reflected in their dress and appearance. By their dress, grooming and attitudes toward work, school personnel serve as models for the student body. Accordingly, in order to create an atmosphere of respect for teachers, dignity to the teaching profession, and an environment conducive to discipline and learning, the Board establishes the following rules for the dress of staff members including teachers and teacher aides in the performance of their professional duties:

1. Female teaching staff members may wear dresses, skirt or pant suits, or skirts or pants with blouses or sweaters;
2. Male teaching staff members may wear suits or slacks with or without jackets; male teaching staff members must wear a dress shirt with or without necktie or a turtleneck shirt or sweater with a jacket or collared shirt;
3. The clothing and appearance of all teaching staff members shall be clean and neat;
4. No clothing may be worn that constitutes a danger to health or safety to the wearer or to others, and no clothing may be worn that interferes with the instructional program;
5. Dress in a manner reflecting his or her assignment;
6. Dress and be groomed in a manner that does not attract undue attention, create disruption or that is unsanitary. Examples include but are not limited to see-through or transparent garments, garments with inappropriate or suggestive slogans, tight-fitting clothing, shirts revealing bare midriff, or skirts of inappropriate length.
 - a. Unacceptable dress for teaching staff:
 - (1) T-shirts and sweatshirts;



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- (2) Jeans or dungarees of any type;
 - (3) Sunglasses within the building (exceptions require medical documentation);
 - (4) Attire with logo; and
 - (5) Sneakers, casual footwear, thongs, flip-flops, or work boots (exceptions require medical documentation).
- b. Protective clothing such as smocks, lab coats or aprons may be worn as needed.
7. A teaching staff member may request a waiver of this dress code for the performance of particular duties; such waivers may be granted by the Principal or supervisor;
8. Employees involved in transportation, maintenance, and buildings and grounds shall wear appropriate clothing to accommodate their working situations.
9. The Building Principal or the teaching staff member's supervisor, as appropriate, shall determine whether a violation of this dress code has occurred and shall discuss the violation with the teaching staff member concerned. Where a single violation so warrants or violations recur, the Principal or supervisor may enter a reprimand in the teaching staff member's file and may recommend more stringent disciplinary measures.
- *10. **The Building Level Administrators are looked upon as the leaders of their instructional domain. Male Building Administrators should be reflective of this wearing either a shirt and tie or sport jacket unless special events decide otherwise. Female Building Administrators should be reflective of this wearing either dresses, skirts or pant suits, or skirts or pants with blouses or sweaters.**

N.J.S.A. 18A:27-4

Adopted: 24 February 2010

