

## District Regulation

### 3216 - DRESS AND GROOMING

Section: Teaching Staff Members

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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. Moreover, the Board of Education is empowered by the provisions of Title 18A to make rules governing the terms and conditions of employments applicable to the district's teaching staff members. Accordingly, in order to create an atmosphere of respect for teachers and an environment conducive to discipline and learning, the Board requires the dress of teaching staff members to be professional in appearance.

The standard of dress for all staff members shall be as follows:

#### Shirts

##### Acceptable:

Collared golf shirts, turtlenecks, dress shirts and/or blouses (long or short sleeved), sweaters, knit tops and/or sweater sets. Female tops may also be sleeveless. Shirts must be loosely fitted and cover the midriff. Shirts must be buttoned above the chest line.

##### Unacceptable:

Tank tops, tee shirts, sweatshirts, sweatpants, strapped tops, tube tops, mesh material, denim, fish net material, spandex, or clothing which exposes the back, chest, shoulders or midriff, or is cut too low in the front.

#### Pants or Skirts

##### Acceptable:

Dockers style or dress style pants/slacks. Skirts or skorts, no shorter than mid thigh. Dresses of appropriate length and meeting the standards for shirts in terms of bodice style.

##### Unacceptable:

Cargo pants, jeans, painter's pants, outside pockets, overalls, hip huggers, or pants with rivets. Pajama style pants or sweatpants. Shorts, except when needed for teaching assignment (i.e. PE, addressed more fully below). Denim, denim-like materials.

#### Footwear

##### Acceptable:

Shoes with rubber or hard soles. Dress sandals.

##### Unacceptable:

Flip flops, bedroom slippers, or shower shoes. Sneakers (except when medically necessary or needed for teaching assignment).

Physical education teachers, while teaching physical education classes, may wear attire that is conducive to their subject area. A physical education/health teacher, teaching health classes full time during a marking period, shall follow the dress code as it applies to all teachers, administrators and staff members.

The wearing of smocks or other special attire by teachers in the performance of their duties in specialized subject areas, such as industrial arts, home economics, science, and art, shall not be deemed a violation of this code.

The personal appearance of all teaching staff members shall be clean, neat, and professional. A teaching staff member may request a waiver of this standard of dress and grooming for the performance of particular duties assigned to him or her. Such waivers may be granted at the sole discretion of the Superintendent of his/her designee. In addition to the standards set forth herein, no clothing that constitutes a danger to the health or safety of the wearer or others may be worn by teaching staff members.

At a minimum, staff members will adhere to the provisions of the Pupil Dress Code set forth in Board Policy. From July 1 to August 31, summer dress appropriate for a casual business setting shall be in effect for all administrators and staff members.

The Building Principals or any teaching staff member's supervisor, as appropriate, shall determine whether a violation of the standard of dress and grooming has occurred, and shall discuss any such violations with the teaching staff member concerned. Whereas a single violation so warrants, or in the event of a recurring pattern of violation, the Principal or supervisor may enter a reprimand in the teaching staff members' file or may recommend any further disciplinary measure as established under Title 18A, the provision of Chapters 6 or 6A of the New Jersey Administrative Code, or these Policies.

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1886 Hinds Road, Suite 1, Toms River, NJ 08753  
ph: (732)255-1500 fax: (732)255-1502