



THE NEWARK PUBLIC SCHOOLS Newark, New Jersey POLICY



FILE CODE: 4119.22

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CONDUCT

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 State District Superintendent, upon recommendation of the State District Superintendent/designee or State District Assistant Superintendent for Human Resources/designee, 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 the State District Superintendent's review may result from a single flagrant incident or from a series of incidents.

Date Adopted by State District Superintendent: January 25, 2005

Legal References: N.J.S.A. 18A:6-10 Dismissal and reduction in compensation of persons under tenure in public school system

N.J.S.A. 18A:7A-38 Powers of Superintendent

Hicks v. Pemberton Bd. of Ed., 1975 S.L.D. 332

Quiroli v. Linwood Bd. of Ed., 1974 S.L.D. 1035

Carlstadt Teachers Ass'n v. Carlstadt Bd. of Ed., App. Div., unreported decision (docket no. A-1469-80-T4, decided March 26, 1982), 1982 S.L.D. 1448

Cross References: 4117.50 Standards for staff discipline
4119.2 Responsibilities
4119.21 Conflict of interest
4119.23 Employee substance abuse
4119.24 Staff/pupil relations
4138 Nonschool employment
4138.2 Private tutoring
6144 Controversial issues