

CLOSTER BOARD OF EDUCATION

Closter, New Jersey

MINUTES

REGULAR MEETING

Tenakill Middle School

August 20, 2025 - 7:30 PM

The Board meeting was called to order by Ms. Finkelstein at 7:30 PM.

The following Board Members were present:

Ms. Argenziano, Ms. Finkelstein, Ms. Lee, Ms. Micera, Mr. Shih

The following Board Members were absent:

Mr. Choi, Ms. Li, Ms. Estrems, Mr. Paldi

Also present:

Mr. McHale and Mr. Villanueva

NEW JERSEY OPEN PUBLIC MEETINGS ACT STATEMENT - Read by the President:

The New Jersey Open Public Meetings Act was enacted to ensure the right of the public to have advance notice of and to attend the meeting of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of this Act, the Secretary to the Board of Education has caused notice of this meeting by having the date, time, and place thereof, posted at each school building within the district, district website, the Board of Education office, the Office of the Borough Clerk, and transmitted to *The Record* and *Northern Valley Suburbanite* newspapers.

PLEDGE OF ALLEGIANCE

PRINCIPALS' REPORTS

Ms. Dianne Smith, Principal of Hillside Elementary School, shared her report with the Board and the community:

Enrollment Update

Hillside's current enrollment stands at 598 students, with a few additional students still in the registration process.

Gratitude

We extend our gratitude to our maintenance crew, secretarial staff, technicians, and board office staff for their hard work in preparing our school to warmly welcome students and staff this year.

This week was all about Back to School at Hillside!

Welcome to New and Returning Staff

We are excited to announce the following staff updates:

- *Ms. Kelly Kawaguchi will serve as a leave replacement for Ms. Alison Wong, Pre-School teacher, through early October.*
- *Ms. Kathy Keller will serve as a leave replacement for Ms. Liz Klink, Librarian/Media Specialist, through mid-October.*
- *Ms. Ashley Lewis will serve as a leave replacement for Ms. Suzanne Lang, School Counselor for Grades PK, 3, and 4, through the end of November.*
- *Ms. Allyson Ho joins us as our new part-time occupational therapist, replacing Mr. Travis.*
- *Ms. Lisa Posner returns to Hillside as a special educator.*
- *Ms. Allison Bachmann joins our third-grade team!*

Upcoming Events

- **Hillside Hello:** *Our welcome event for new-to-district families with students in Grades 1-4 will be held on August 26. We have 26 new students and their families who have been invited.*
- **Kindergarten Kickstart:** *Scheduled for September 3 at 2:30 pm, this event invites kindergarten students and their families to meet their teachers and classmates.*
- **First Day of School:** *September 4. The Parent Portal is now open, and families have received communication about first-day procedures, which are also available on our website. A reminder will be sent as the day approaches.*
- **Back-to-School Nights:** *Scheduled for September 15 (Grades 3-4) and September 16 (PK-2). Specific details will be shared with families soon.*

Please check our electronic board and website regularly for announcements and Hillside Happenings, our bi-monthly newsletter published on the 2nd and 4th Fridays of each month and posted online after distribution.

Schedule Update: Six-Day Letter Rotation

We are moving to a six-day letter rotation schedule to enhance collaboration among staff by increasing common prep time and ensuring a more balanced distribution of specials (STEM, library, Spanish, art, music, science, PE). This change also provides greater flexibility for support staff to deliver services, promotes consistent scheduling, and establishes a predictable routine. While this adjustment may take some time, it is designed to improve collaboration and resource use, ultimately benefiting student learning.

Staff Return

We look forward to welcoming our staff back on September 2 and 3. Professional development sessions will focus on vertical articulation, curriculum, behavior management, collaboration, data and assessments, and literacy initiatives.

We wish our Hillside families a wonderful rest of summer– and look forward to welcoming our students back!

Ms. Christine Cipollini, Principal of Tenakill Middle School, shared with the Board and the community her report:

- *As of today, there are 591 students enrolled at TMS.*
- *Over the past three days, we hosted Chromebook pick-up and re-registration for all incoming 5th-grade students. Additional dates for Chromebook pickup will take place this Friday, August 22nd, and Monday, August 25th, from 10:00 am to 1:00 pm.*
- *August has been a busy month of preparation. A special thank you to our custodial and secretarial staff, as well as Mr. Salvati, for all their assistance in preparing for the start of the school year.*
- *TMS is welcoming 7 new staff members on Aug. 21st for new teacher orientation. Those staff members are:*
 - *Ms. Kira Cohen-School Psychologist*
 - *Ms. Gabriella Garcia-Math Teacher*
 - *Ms. Hailey Gabettie- 5th-grade Math/Science Teacher*
 - *Ms. Megan McCafferty- Special Education Teacher*
 - *Ms. Jamie Kluff- Special Education Teacher*
 - *Ms. Lina Orejuela- Spanish Teacher*
 - *Ms. Hannah Kang- Art Teacher.*
- *All new to district students, along with all incoming students, attended orientation today. During this orientation, students and families learned about clubs and activities, the structure of the day, and had an opportunity to meet a few teachers. Students also had a chance to access their schedules and brand new lockers, along with learning some tips and tricks for middle school. Students participated in a scavenger hunt tour of TMS, making the TMS hallways begin to feel like home!*
- *We look forward to welcoming back all staff on September 2nd. We will have two staff work days for collaboration, data review, classroom preparation, and PD on Formative, our new web-based service that aims at enhancing student engagement.*
- *Back-to-school night will take place in September for all grades at TMS. Grades 5 and 6 will have Back-to-School Night on Wednesday, September 18th, at 7:00 p.m., and Grades 7 and 8 will have Back-to-School Night on Wednesday, September 25th, at 7:00 p.m. The September 25th session will include a parent information session regarding the transition to high school. More information regarding back-to-school night updates will be sent out in the September issue of the Tenakill Times newsletter.*
- *Tenakill Times will be sent out monthly to all families with important information regarding events, important dates, and happenings at Tenakill. Access to past editions of the Tenakill Times will be posted on the school website under “news.” The back-to-school newsletter was sent on Monday of this week. September’s newsletter will include information regarding clubs and activities.*
- *We look forward to welcoming all TMS students back to school on September 4th and are looking forward to a great school year!*

SUPERINTENDENT'S REPORT

Presentation: ACCESS for ELLs Assessment Data from 2024-2025

Mr. McHale presented the ACCESS for ELLs Assessment Data to the Closter Board of Education and the community. He reported that 35 English Language Learners exited the ESL Program in SY 2024-2025.

He highlighted the following performance trends:

- *Listening: The strongest domain across all grades, with student performance ranging from Level 3 (Developing) to Level 6 (Reaching).*
- *Reading: Demonstrates consistent, moderate strength.*
- *Writing: Shows strong performance in the upper grade levels (Grades 4-8).*
- *Writing and Speaking are identified as areas of challenge, particularly in the early grade levels.*

Following the presentation, Mr. McHale proceeded to share his Superintendent's Report.

- *The countdown continues to the start of the 2025-2026 school year! Teachers and staff will return on Tuesday, September 2, 2025, and we will welcome back our students on Thursday, September 4, 2025!*
- *Our administrators, secretaries and custodians have everything just about ready for school to open, and we are looking forward to a great year of learning and growth!*
- *This week, we welcomed eleven new employees at the Northern Valley Curriculum Center orientation – they are a great group, and are excited to meet our students. Tomorrow, the new teachers, staff, and long-term leave replacements will attend our district orientation. Thank you to the administrative team for their work on preparing the orientation and to the Closter Education Association for providing lunch for the new hires. We warmly welcome the new hires to our great district!*
- *Thank you to our Closter PTO, who will provide breakfast for faculty, staff, and administrators on September 2, 2025, the first day of the school year. We appreciate all the support from our Closter PTO and the Korean Parent Group throughout the year!*
- *Mark your calendars for Back-to-School Nights:*
 - *Monday, September 15, 2025: Grades 3-4, HES, 6:30 – 8:00 p.m.*
 - *Tuesday, September 16, 2025: Grades PreK-2, HES, 6:30 – 8:00 pm*
 - *Thursday, September 18, 2025: Grades 5-6, TMS, 7:00 – 9:00 p.m.*
 - *Thursday, September 25, 2025: Grades 7-8, TMS, 7:00 – 9:00 p.m.*
- *Tonight, he presented the ACCESS for ELLs 2025 Administration data. The ACCESS for ELLs is a series of summative English language proficiency assessments taken annually by English learners in kindergarten through grade eight. The assessment monitors our multilingual learners' progress in learning academic English. We are proud of the progress our multilingual learners have made!*
- *Enjoy the last days of summer!*

BOARD COMMITTEES

There were no Board committee reports. However, Ms. Finkelstein noted that a meeting was held earlier in the afternoon with representatives of the Closter Education Association (Ms. Kenny and Ms. Iyo), the Board of Education leadership (Ms. Finkelstein and Mr. Paldi), and Mr. McHale. She stated that updates and recommendations from this meeting will be shared when the Board discusses the first reading of the Policy listed on the agenda.

PUBLIC COMMENTS ON AGENDA ITEMS

Moved by Ms. Micera ▾ , seconded by Ms. Argenziano ▾ to open the meeting to the public.

Statements made by individual participants are limited to a duration of three (3) minutes unless otherwise announced at the beginning of the discussion. A maximum of 15 minutes for public input is scheduled as per bylaw 0167. The Board urges large groups to select one person to represent them. The Board reminds those individuals who take the opportunity to speak to please step up, identify themselves by name and address, and to limit their comments to items listed on the agenda.

There were no public comments on agenda items.

Moved by Ms. Micera ▾ , seconded by Ms. Argenziano ▾ to resume the regular order of business.

BOARD OPERATIONS

Moved by Ms. Lee ▾ , seconded by Ms. Micera ▾ to approve Motion A.

Motion was approved ▾ by a roll call vote of the Board as follows:

YEAS: Ms. Argenziano, Ms. Finkelstein, Ms. Lee, Ms. Micera, Mr. Shih

NAYS: None

A. APPROVAL - Board of Education Meeting Minutes

Motion to approve the August 6, 2025, Board of Education meeting minutes.

CURRICULUM AND INSTRUCTION COMMITTEE

Chairperson: Ms. Finkelstein; Members: Ms. Argenziano, Ms. Lee

Moved by Ms. Argenziano ▾ , seconded by Ms. Micera ▾ to approve Motion A.

Motions were approved ▾ by a roll call vote of the Board as follows:

YEAS: Ms. Argenziano, Ms. Finkelstein, Ms. Lee, Ms. Micera, Mr. Shih

NAYS: None

A. **APPROVAL - Staff Conferences**

Motion to approve the following staff conferences for the 2025-2026 school year:

Staff Member(s): Vincenzo Salvati
Conference: NJ Association of School Technology Officials Meeting
Location: TBD
Date: 10/7/25, 11/12/25, 12/2/25, 1/7/26, 2/3/26, 3/4/26, 4/7/26, 5/6/26, 6/2/26
Cost to Board: \$150.00 (Approximate transportation)

Staff Member(s): Jennifer Levy
Conference: Restorative Justice in Schools
Location: Virtual
Date: 10/7/25
Cost to Board: \$0

Staff Member(s): Callie Stabile
Conference: Bergen County Technical Schools - Counselor Information Session
Location: Paramus, NJ
Date: 9/9/25
Cost to Board: \$8.84 (Transportation)

FINANCE AND PHYSICAL PLANT COMMITTEE

Chairperson: Mr. Choi; Members: Ms. Estrems, Ms. Finkelstein

Moved by Ms. Micera ▾, seconded by Ms. Argenziano ▾ to approve Motions A - D.

Mr. McHale noted that Item D was not included in the original agenda distributed but was recently added. The item pertains to Perry Weather's lightning detection system, which is part of a shared initiative among neighboring schools and communities. In addition to lightning detection, the system is capable of monitoring humidity, temperature, and forecasting snow conditions.

Motions were approved ▾ by a roll call vote of the Board as follows:

YEAS: Ms. Argenziano, Ms. Finkelstein, Ms. Lee, Ms. Micera, Mr. Shih

NAYS: None

A. **APPROVAL - Payment of Bills**

Motion to approve the payment of bills from August 1, 2025, to August 20, 2025, in the amount of:

General Fund (Fund 10)	\$ 923,565.22
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Special Revenue (Fund 20)	\$ 2,746.45
Enterprise (Milk – Fund 60)	\$ 228.60
Capital Fund (Fund 30)	\$ 540.00
Debt Service (Fund 40)	\$ 350,475.00
Total	\$1,277,555.27

B. APPROVAL – Application & Acceptance of ESEA Grant

Motion to approve the application and acceptance of ESEA grant for School Year 2025-2026 in the following amounts:

<u>ESEA Total</u>	<u>\$ 92,750</u>	
Title I A	\$ 48,809	
Title II A**	\$ 18,373	** Through a consortium
Title III**	\$ 15,568	
Title IV **	\$ 10,000	

C. APPROVAL - Disposal of Picnic Bench at Hillside Elementary School

Motion to approve the disposal of a picnic bench at HES, fixed asset tag #10400.

D. APPROVAL - Five-Year Contract with Perry Weather Inc. for Software and Outdoor Warning System

Motion to approve a five-year contract with Perry Weather Inc. for the Software + Outdoor Warning System, in conjunction with the Closter Borough, at an annual cost of \$2,450, plus a one-time set-up fee of \$450.

PERSONNEL AND MANAGEMENT COMMITTEE

Chairperson: Mr. Paldi; Member: Mr. Shih

Moved by Mr. Shih ▾ , seconded by Ms. Micera ▾ to approve Motions A - I.

Mr. McHale further explained that there is still a need to fill two paraprofessional positions. Ms. Finkelstein inquired whether it would be possible to ask Ms. Patel to work for September. Mr. McHale responded that while he could reach out to her, it may present challenges from a payroll perspective. He added that there are currently substitutes who may be willing to take on the role. Ms. Argenziano asked whether any of the substitutes might be interested in transitioning to a full-time paraprofessional position. Mr. McHale noted that it is unlikely, as most of the substitutes are retired and may not be seeking full-time employment.

Motions were approved by a roll call vote of the Board as follows:

YEAS: Ms. Argenziano, Ms. Finkelstein, Ms. Lee, Ms. Micera, Mr. Shih

NAYS: None

A. **APPROVAL - Appointment of Elizabeth Schiefer as Paraprofessional for the 2025-2026 School Year**

Motion to approve the appointment of Elizabeth Schiefer as paraprofessional for the 2025-2026 school year at a salary of \$21.59 per hour, 5.75 hours per day, with a start date of September 2, 2025, pending a criminal history background check.

B. **APPROVAL - Appointment of Emma Kajayan as Paraprofessional for the 2025-2026 School Year**

Motion to approve the appointment of Emma Kajayan as paraprofessional for the 2025-2026 school year at a salary of \$21.59 per hour, 5.75 hours per day, with a start date of September 2, 2025, pending a criminal history background check.

C. **APPROVAL - Rescindment of Appointment - Maria Perez as Paraprofessional**

Motion to rescind the appointment of Maria Perez as Hillside School Paraprofessional for the 2025-2026 school year.

D. **APPROVAL - Resignation of Eliana Moreano as Paraprofessional**

Motion to accept the resignation of Eliana Moreano as Hillside School Paraprofessional, effective August 8, 2025.

E. **APPROVAL - Home Instruction for 2025-2026**

Motion to approve the following teachers for home instruction for the 2025-2026 school year, at a rate of \$50 per hour, on an as-needed basis:

- | | |
|--------------------|-----------------|
| • Erika Dunn | • Ornit Katzin |
| • Gabriella Garcia | • Alyssa Levy |
| • Charlene Gerbig | • Grace Park |
| • Catherine Gibney | • Chelsea Smith |
| • Josephine Hunt | |

F. **APPROVAL - Ramapo College Clinical Intern Placement**

Motion to approve Joshua Schaffer, Ramapo College clinical intern, to conduct required fieldwork and classroom observation in Mr. Neblung's classroom at Tenakill Middle School for the 2025-2026 school year, pending a criminal history background check.

G. **APPROVAL - Substitute Teachers/Paraprofessionals/Custodians**

Motion to approve the following substitute teachers/paraprofessionals/custodians for the 2025-2026 school Year:

<u>Name</u>	<u>Certification</u>
Michelle Theos	Substitute Certification
Sean Mullany	Substitute Custodian
Julissa Agramonte	Substitute Certification
Julianna Betsy	Substitute Certification

H. **APPROVAL - Hillside Elementary School Loop Duty Staff**

Motion to approve the following staff for loop duty at Hillside Elementary School at a rate of \$23.77 per session:

- Allison Esposito
- Charlene Gerbig
- Alyssa Levy
- Claire Pidi
- Kristin Talty

Substitutes

- Judith Eller
- Diane Ferraro
- Brielle Tacconi

I. **APPROVAL - Tenakill Middle School Harrington Avenue Supervision Staff**

Motion to approve the following staff for Harrington Avenue Supervision at Tenakill Middle School at a rate of \$23.77 per session:

- Jennifer Annese
- Michelle Durocher
- Ornit Katzin
- Olivia Nikol
- Brittany Travisano
- Michael Wowkun

POLICY COMMITTEE

Chairperson: Ms. Micera; Member: Ms. Li

Ms. Finkelstein reported that a meeting took place earlier regarding the dress code policy. The CEA has requested to bargain over the policy; however, it is considered a non-negotiable item, and the administration retains the right to implement it as needed.

During the most recent meeting with the CEA, two primary concerns were raised. The first is related to the notification process for disciplinary actions. After consulting with the board attorney, she is recommending that this language be removed from the proposed policy.

The second concern involved the staff's ability to wear union-related apparel. The CEA expressed a desire to wear union gear freely. The administration clarified that while the policy does not explicitly

prohibit union apparel, it does restrict graphic t-shirts under the current dress code. Mr. Choi inquired whether legal counsel had reviewed this. Mr. McHale responded that legal counsel confirmed there is no special protection for union apparel or consideration for economic hardship. As a compromise, union t-shirts will be permitted on designated dress-down days.

Moved by Ms. Micera ▾ , seconded by Ms. Argenziano ▾ to approve Motion A with the revised language.

Motion was approved ▾ by a roll call vote of the Board as follows:

YEAS: Ms. Argenziano, Ms. Finkelstein, Ms. Lee, Ms. Micera, Mr. Shih

NAYS: None

A. **APPROVAL - First Reading of Policies**

Motion to approve the first reading of the following policies shown as Appendix A:

- Policy 3216 Dress and Grooming
- Policy 4216 Dress and Grooming

OLD/NEW BUSINESS

Mr. Villanueva provided an update on the status of capital projects. He reported that the roof replacement was completed several months ago but the final payment has not been released due to a notice issued by the contractor's bonding company. As a result, the district has been unable to obtain the closeout documentation.

Mr. Villanueva also reported that the boiler replacement and HVAC upgrades are nearly complete. The contractor has committed to having the air conditioning systems fully operational by September 2nd.

Mr. McHale provided the trustees with a document as a starting point for their discussion on developing next year's Board and District Goals. The examples in the document were based on feedback received from Board members and administrators.

There was strong consensus in support of establishing a Board goal focused on continuing the work on the Profile of a Closter Learner. The second most supported goal involved expanding professional development opportunities for staff. Additional proposed goals included enhancing community engagement and conducting a comprehensive analysis of the character education programs at both schools (ICare and Character Strong).

Mr. McHale elaborated on each of the proposed goals and encouraged the trustees to review the document and email him with any further recommendations. The Board will continue its discussion of the Board and District Goals at the September meeting.

PUBLIC COMMENTS

Moved by Ms. Micera ▾ , seconded by Ms. Argenziano ▾ to open the meeting for public comments.

There were no public comments.

Moved by Ms. Micera ▾ , seconded by Ms. Argenziano ▾ to close the meeting to public comments.

CLOSED SESSION MOTION (If required)

Moved by Ms. Argenziano ▾ , seconded by Ms. Micera ▾ to approve the following Closed Session Motion. Motion was approved ▾ by a voice vote of the Board:

YEAS:

NAYS:

BE IT RESOLVED that the Closter Board of Education will adjourn to a Closed Session to discuss the following:

HIB

The matters so discussed will be disclosed to the public as soon as and to the extent that such disclosure can be made without adversely affecting the public.

The Board went into Closed Session at 8:53 PM.

The Board reconvened from Closed Session at 9:06 PM.

ADJOURNMENT

Moved by Ms. Argenziano ▾ , seconded by Ms. Micera ▾ to adjourn the meeting at 9:07 PM.

Respectfully submitted,



Floro M. Villanueva, Jr.

Business Administrator/Board Secretary

TEACHING STAFF MEMBERS
3216/page 1 of 3
Dress and Grooming

3216 DRESS AND GROOMING

The Board of Education believes 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 students are reflected in their dress and appearance.

- A. Accordingly, in order to create an atmosphere of respect for teaching staff members and an environment conducive to discipline and learning, the Board establishes the following rules for the dress of teaching staff members in the performance of their professional duties:
1. Acceptable attire for teaching staff members shall include, but not be limited to, blouses, turtlenecks, crewnecks, golf shirts, collared shirts (with or without a tie), polo shirts, sweaters, dresses, skirts, jeans (without rips), chinos, trousers, and suits. Solid-color, non-graphic T-shirt style tops that are neat in appearance, may be worn as part of a coordinated professional outfit.
 2. Inappropriate attire within the regular school day includes, but is not limited to, the following:
 - a. See-through tops, halter tops, midriff/crop tops, low cut tops, tank tops not covered by another garment;
 - b. Excessively short (skirts or dresses should not end higher than mid-thigh) or tight-fitting clothing;
 - c. T-shirts with graphics or logos;
 - d. Strapless shirts and dresses;
 - e. Sweatshirts, hoodies, shorts, sweatpants, athletic wear, team jerseys;
 - f. Beachwear, such as beach jackets, beach cover-ups, flip flops; slides or Crocs;
 - g. Hats and/or head coverings unless approved by the Principal or designee for medical or religious reasons;

TEACHING STAFF MEMBERS

3216/page 2 of 3

Dress and Grooming

- h. Warm-up suits or sweat suits unless worn during physical education or special activities.
 - i. Open-toe shoes, open-back shoes; staff members are encouraged to wear footwear that will allow them to maneuver quickly and safely, especially during an emergency.
- 2. The clothing and appearance of all teaching staff members shall be clean and neat.
- 3. 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.
- 4. 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.

B. Special Rules

- 1. Severe Weather Conditions: Dress standards may be modified by the Superintendent to permit more casual attire on days of delayed opening due to inclement weather. This modification recognizes that staff members may have to shovel snow, etc. in order to arrive at work in a timely manner. Standards may also be modified in times of excessive heat.
- 2. Dress Down Days: On theme days, spirit days, field trips, or days with special activities or programs, the Principal may grant that staff members may dress in more casual attire. However, such clothing must be linked to the school activity. For example, T-shirts bearing the school's name or mascot are acceptable on a school spirit day, but T-shirts unrelated to the school are not. Staff members scheduled for parent or professional meetings on these days are expected to follow the standard professional dress requirements during the parent or professional meetings.

TEACHING STAFF MEMBERS

3. Physical Education: Teachers may wear clothing appropriate to their subject area. This includes athletic jackets, golf shirts, slacks, shorts, warm-ups and appropriate footwear.
4. Science, Art and Related Arts: Teachers may wear smocks, shop aprons, overalls, or other protective attire if appropriate for the subject area. Safety equipment such as glasses, goggles, protective leather sleeves or chaps, or hard hats shall be worn as required by other regulations, statute, or policy.

C. Prior Approval

Any request for an exemption for medical reasons (e.g. footwear) is to be discussed with the Building Principal and appropriate medical documentation must be provided. Prior approval is required for any deviation from policy. If any employee is uncertain as to the appropriateness of a garment, a brief written description of the clothing he or she desires to wear should be submitted to the Principal. The Principal shall respond in writing to the employee within three days.

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

Adopted:

Dress and Grooming

4216 DRESS AND GROOMING

The Board of Education believes ~~that~~ the appearance and dress of support staff members is an important component of the educational program of this school district. The attitude of support staff members about their professional responsibilities and the importance of education in the lives of their students are reflected in their dress and appearance.

- A. Accordingly, in order to create an atmosphere of respect for support staff members and an environment conducive to discipline and learning, the Board establishes the following rules for the dress of support staff members in the performance of their professional duties:
1. Acceptable attire for support staff members shall include, but not be limited to, blouses, turtlenecks, crewnecks, golf shirts, collared shirts (with or without a tie), polo shirts, sweaters, dresses, skirts, jeans (without rips), chinos, trousers, and suits. Solid-color, non-graphic T-shirt style tops that are neat in appearance, may be worn as part of a coordinated professional outfit.
 2. Inappropriate attire within the regular school day includes, but is not limited to, the following:
 - a. See-through tops, halter tops, midriff/crop tops, low cut tops, tank tops not covered by another garment;
 - b. Excessively short (skirts or dresses should not end higher than mid-thigh) or tight-fitting clothing;
 - c. T-shirts with graphics or logos;
 - d. Strapless shirts and dresses;
 - e. Sweatshirts, hoodies, shorts, sweatpants, athletic wear, team jerseys;
 - f. Beachwear, such as beach jackets, beach cover-ups, flip flops; slides or Crocs;
 - g. Hats and/or head coverings unless approved by the Principal or designee for medical or religious reasons;

Dress and Grooming

- h. Warm-up suits or sweat suits unless worn during physical education or special activities;
 - i. Open-toe shoes, open-back shoes; staff members are encouraged to wear footwear that will allow them to maneuver quickly and safely, especially during an emergency.
- 2. The clothing and appearance of all support staff members shall be clean and neat.
- 3. 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.
- 4. A support staff member may request a waiver of this dress code for the performance of particular duties. Such waivers may be granted by the Principal.

B. Special Rules

- 1. Severe Weather Conditions: Dress standards may be modified by the Superintendent to permit more casual attire on days of delayed opening due to inclement weather. This modification recognizes that staff members may have to shovel snow, etc. in order to arrive at work in a timely manner. Standards may also be modified in times of excessive heat.
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SUPPORT STAFF MEMBERS

4216/page 3 of 3

Dress and Grooming

- 3. Physical Education: Support staff members assigned full-time in physical education classes may wear athletic jackets, golf shirts, slacks, shorts, warm-ups and appropriate footwear.

C. Prior Approval

AUGUST 2025 UPDATED POLICIES
CLOSTER PUBLIC SCHOOLS

Any request for an exemption for medical reasons (e.g., footwear) is to be discussed with the Building Principal and appropriate medical documentation must be provided. Prior approval is required for any deviation from policy. If any employee is uncertain as to the appropriateness of a garment, a brief written description of the clothing he or she desires to wear should be submitted to the Principal. The Principal shall respond in writing to the employee within three days.

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

Adopted: