

Memomorandum

Board of Education Agenda: June 18, 2019

From: Mr. Gerry Benaquista, Assistant Superintendent

RE: 2019-2022 Comprehensive Equity Plan

Approve the submission of the proposed 2019-2022 Comprehensive Equity Plan.

Thank you,

Mr. Gerry Benaquista

Comprehensive Equity Plan 3 Year Statement of Assurance to be Submitted with the Three-Year CEP

School District, Charter School or Renaissance School Project Information School Year 2019-2020:

Name of County:

Name of School District/Charter School/Renaissance School Project:

Address:

Affirmative Action Office (AAO): Telephone #:

AAO Email:

Alternate Contact Person: Telephone #:

Title:

Email:

-
1. The school district, charter school or renaissance school project has conducted a comprehensive needs assessment of its equality and equity needs at each school within the district, charter school or renaissance school project, if applicable. The attached Comprehensive Equity Plan is designed to meet the assessed equality and equity needs at each site, if applicable.
 2. The local Board has authorized the submission of the Comprehensive Equity Plan and will support full implementation of the plan on September 1, 2019 upon approval by the New Jersey State Department of Education.
 3. The school district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

Certification:

By signing below, the Chief School Administrator or Charter or Renaissance School Project Lead Person certifies that all statements above are true and correct:

Name and Title:

Signature: _____

Date: _____

*District, Charter School and Renaissance School Project Comprehensive Equity Plan
Needs Assessment*

Directions:

Indicate compliance by yes or no. If non-compliant, list the name of the school(s) not in compliance; specific areas identified as non-compliant **must** be addressed on the Comprehensive Equity Plan forms.

Table 1: Needs Assessment, Board Responsibility

I: Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
<p>NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p>			
<p>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p>			
<p>1. Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following: a. Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.</p>	Yes	<p>Board Policy # 2224 Nondiscrimination/Affirmative Action Readopted 9/29/2016</p> <p>Board Policy # 5145.4 Equal Educational Opportunity Readopted 9/29/2016</p> <p>Board Policy # 6121 Nondiscrimination/Affirmative Action Readopted 9/29/2016</p>	

<p>b. Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	<p>No</p>	<p>Board Policy # 5145.4 Equal Educational Opportunity Readopted 9/29/2016</p> <p>Board Policy # 4111.1/4211.1 Non Discrimination/Affirmative Action Readopted 9/29/2016</p>	<p>Men's and women's bathrooms located by football field need to be handicap accessible.</p> <ul style="list-style-type: none"> • Handicap accessible asphalt path to softball field bleachers • Handicap accessible asphalt entrance, ramp and path to boys and girls soccer field bleachers • Handicap accessible asphalt entrance, ramp and path to boys baseball field bleachers
<p>c. Provide equitable treatment for pregnant and married students</p>	<p>Yes</p>	<p>Board Policy # 5134 Married Pregnant Students Adopted 6/1999 Readopted 12/2013</p>	
<p>d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).</p>	<p>Yes</p>	<p>Board Policy # 2224 Non Discrimination/Affirmative Action Readopted 9/29/2016</p> <p>Board Policy # 4111.1/4211.1 Non Discrimination/Affirmative Action Readopted 9/29/2016</p> <p>Board Policy # 4119.3/4219.3 Workplace Harassment Adopted 3/2014</p> <p>Board Policy # 5145.4 Equal Educational Opportunity Readopted 9/29/2016</p> <p>Board Policy # 6121 Non Discrimination/Affirmative Action Readopted 9/29/2016</p> <p>Board Policy # 5131.1 Harassment, Intimidation and Bullying Readopted 12/2013</p>	
<p>2. Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age,</p>	<p>Yes</p>	<p>Board Policy # 2224 Non Discrimination/Affirmative Action Readopted 9/29/2016</p>	

orientation, gender, religion, disability or socioeconomic status.	Board Policy # 4111.1/4211.1 Nondiscrimination/Affirmative Action Readopted 9/29/2016	
3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	Yes Board Policy # 2224 Nondiscrimination/Affirmative Action Readopted 9/29/2016	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes Board Policy # 5145.4 Equal Educational Opportunity Readopted 9/29/2016 Board Policy # 4231/4231.1 Staff Development: In-service Education/visitors/conferences Readopted 9/16/2016 Board Policy 4131/4231.1 Staff Development Readopted 9/29/2016	
B. Authorize the Affirmative Action Officer team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress, and complete the District Performance Review in the NJQSAC. Charter schools will report annual progress in the Charter School Annual Report.	Yes Professional Development Plan Board Policy # 2224 Non Discrimination/Affirmative Action Readopted 9/29/2016 Survey NJQSAC monitored 2019	
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated	Yes Documentation on file with each District Supervisor. The district continues to do an extensive analysis of student	

<p>by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.</p>		<p>performance that disaggregates student scores by all of the subgroups that were identified.</p> <p>Board Policy # 6142.2 Bilingual/ESL Readopted 9/29/2016 Board Policy # 6147 Standards of Proficiency Readopted 9/29/2016 Board Policy # 6146.2 Promotion/Retention Readopted 9/29/2016 Board Policy # 6164.4 Child Study Team Readopted 9/29/2016 Board Policy # 6171.3 At Risk – Title 1 Readopted 9/29/2016 Board Policy # 6171.4 Special Education Readopted 9/29/2016</p>	
<p>D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:</p>	<p>Yes</p>	<p>Board of Education Meeting: May 21, 2019 Board Policy # 2224 Non Discrimination/Affirmative Action Readopted 9/29/2016</p>	
<p>1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.</p>	<p>Yes</p>	<p>Board Policy # 2224 Non Discrimination/Affirmative Action Readopted 9/29/2016 Board Policy # 4111.1/4211.1 Non Discrimination/Affirmative Action Readopted 9/29/2016 Board Policy # 5145.4 Equal Educational Opportunity Readopted 9/29/2016 Board Policy # 5131.1 Harassment, Intimidation and Bullying Readopted 12/2013 Board Policy # 6121 Non Discrimination/Affirmative Action Readopted 9/29/2016</p>	

<p>2. Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the district, charter and renaissance school projects equity' responsibilities.</p>	<p>Yes</p>	<p>Board Policy # 2224 Non Discrimination/Affirmative Action Readopted 9/29/2016 Board Policy # 6121 Non Discrimination/Affirmative Action Readopted 9/29/2016</p>	
<p>3. Inform students, staff and the community of the name, office address, and phone number of the district, charter and renaissance school project's AAO, and publicize the location and availability of the district, charter and renaissance school project's CEP, policy(ies), grievance procedures and annual reports.</p>	<p>Yes</p>	<p>Township of Union Board of Education website Student Handbook Staff Handbook Board Policy # 2224 Non Discrimination/Affirmative Action Readopted 9/29/2016 Board Policy # 5131.1 Harassment, Intimidation and Bullying Readopted 12/2013 Board Policy # 6121 Non Discrimination/Affirmative Action Readopted 9/29/2016</p>	
<p>4. Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.</p>	<p>Yes</p>	<p>EVVR Report Board Policy # 2224 Non Discrimination/Affirmative Action Readopted 9/29/2016 Board Policy # 4111.1/4211.1 Non Discrimination/Affirmative Action Readopted 9/29/2016 Board Policy # 5131.1 Harassment, Intimidation and Bullying Readopted 12/2013 Board Policy # 6121 Non Discrimination/Affirmative Action Readopted 9/29/2016</p>	
<p>5. Report on progress made in meeting the adequate yearly targets (as set by</p>	<p>Yes</p>	<p>Board Policy # 1120 Board of Education meeting Updated 3/2012</p>	

the Department of Education) for closing the achievement gap.		Board Policy # 2240 Research, Evaluation, and planning Updated 3/2012	
6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	Board Policy # 2224 Non Discrimination/Affirmative Action Readopted 9/29/2016	
E. A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the school district, charter and renaissance school project's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.		(For County Vocational School Districts Only)	

Table 2: Needs Assessment, Staff Development and Classroom Practices

II. Staff Development And Training	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status,	Yes	Staff Development Information documented in Frontline Technologies Parent and community professional development kept on hand with building level Administrators, Supervisors and school Guidance Counselors.	

<p>affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year, as follows:</p>			
<p>1. To all certificated (administrative and professional) staff.</p>	<p>Yes</p>	<p>Personnel Office Board Policy # 4131/4131.1 Staff Development Readopted 9/29/16 Board Policy # 5145.4 Equal Educational Opportunity Readopted 9/29/16 GCN</p>	
<p>2. To all non-certificated (non-professional) staff.</p>	<p>Yes</p>	<p>Personnel Office Board Policy # 4131/4131.1 Staff Development Readopted 9/29/16 Board Policy # 5145.4 Equal Educational Opportunity Readopted 9/29/16 GCN</p>	

Table 3: Needs Assessment, School and Classroom Practices

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district.
<p>A. Equality and Equity in Curriculum</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard <p>1. Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p>	<p>YES</p>	<p>Board of Education Approved Curriculum Guides approved annually Board Policy #6121 Nondiscrimination readopted 9/16 Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Board Policy #6010 Goals and Objectives readopted 4/14 Board Policy #5145 Student Rights readopted 9/16 Board Policy # 5145.4 Equal Educational Opportunity Readopted 9/29/2016 Board Policy #6142.2 Bilingual and ESL Education redopted 4/14 Board Policy #6140 Curriculum Adoption readopted 4/14 Board Policy #6143 Curriculum Guides readopted 4/14</p>	

<p>a. School climate and culture, safe and positive learning environment.</p>	<p>YES</p>	<p>School Climate Surveys Curriculum Guides Building Climate/Culture Committee New Teacher Mentoring Program The Leader in Me program SCiP Teams Board Policy # 5145.4 Equal Educational Opportunity Readopted 9/29/2016 Board Policy #5131.1 Harassment, Intimidation, and Bullying readopted 12/13 Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16</p>	
<p>b. Courses of study, including Physical Education</p>	<p>YES</p>	<p>Content Area Course Catalogs Board of Education Approved Curriculum Guides approved annually Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Board Policy # 5145.4 Equal Educational Opportunity Readopted 9/29/2016 Board Policy #6142.2 Physical Education readopted 9/2015</p>	
<p>c. Library materials/Instructional materials and strategies</p>	<p>YES</p>	<p>Building Library Collections/Catalogs using vendors that focus on the Diversity Gap in Children's books. For Example Lee & Lows publishing Online Resource Databases Board Policy #6121 Nondiscrimination readopted 9/16 Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Board Policy # 6160 Instructional Services and Resources Readopted 4/14 Board Policy # 5145.4 Equal Educational Opportunity Readopted 9/29/2016</p>	

<p>d. Technology/software and audio-visual materials</p>	<p>YES</p>	<p>1:1 Chromebook Initiative Grades 6-12 2:1 Chromebook Initiative Grade 5 PC Labs Grades K-12 Electronic whiteboard installations Board Policy #6142.10 Curriculum Guides readopted 4/2014 Board Approved Curriculum Approved Annually Board Policy #6121 Nondiscrimination readopted 9/16 Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Board Policy # 5145.4 Equal Educational Opportunity Readopted 9/29/2016 Board Policy #6142.10 Technology readopted 4/2014</p>	
<p>e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures</p>	<p>YES</p>	<p>Board Approved Curriculum Student Handbook District Website Board Policy #5131.1 Harassment, Intimidation, and Bullying readopted 12/13 Board Policy # 5145.4 Equal Educational Opportunity Readopted 9/29/2016 Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Board Policy #6164.2 Guidance and Counseling readopted 4/14</p>	
<p>f. Extra-curricular programs and activities</p>	<p>YES</p>	<p>Board Policy #6145 Extracurricular Activities readopted 4/14 Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Student Handbooks</p>	
<p>g. Tests and other assessments</p>	<p>YES</p>	<p>Board Approved curriculum Board Policy #6147 Standards of Proficiency readopted 4/14</p>	

		<p>Board Policy # 5145.4 Equal Education Opportunity Readopted 9/16</p> <p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16</p> <p>Board approved curriculum approved annually</p> <p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16</p> <p>Board Policy # 5145.4 Equal Education Opportunity Readopted 9/16</p>		
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	YES	<p>Board approved curriculum approved annually</p> <p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/15</p> <p>Board Policy # 5145.4 Equal Education Opportunity Readopted 9/16</p> <p>Board Policy #6140 Curriculum Adoption readopted 4/14</p> <p>Board Policy #6143 Curriculum Guides readopted 4/14</p> <p>Board Policy #6141 Curriculum Design readopted 4/14</p>		
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	YES	<p>Board approved curriculum approved annually</p> <p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16</p> <p>Board Policy # 5145.4 Equal Education Opportunity Readopted 9/16</p> <p>Board Policy #6140 Curriculum Adoption readopted 4/14</p> <p>Board Policy #6143 Curriculum Guides readopted 4/14</p> <p>Board Policy #6141 Curriculum Design readopted 4/14</p> <p>Board approved curriculum approved annually</p> <p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16</p> <p>Board Policy # 5145.4 Equal Education Opportunity Readopted 9/16</p> <p>Board Policy #6140 Curriculum Adoption readopted 4/14</p> <p>Board Policy #6143 Curriculum Guides readopted 4/14</p> <p>Board Policy #6141 Curriculum Design readopted 4/14</p> <p>NJ Student Learning Standards</p>		
3. Ensure that instruction on African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	YES	<p>Board approved curriculum approved annually</p> <p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16</p> <p>Board Policy # 5145.4 Equal Education Opportunity Readopted 9/16</p> <p>Board Policy #6140 Curriculum Adoption readopted 4/14</p> <p>Board Policy #6143 Curriculum Guides readopted 4/14</p> <p>Board Policy #6141 Curriculum Design readopted 4/14</p> <p>NJ Student Learning Standards</p>		
4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)	YES	<p>Board approved curriculum approved annually</p> <p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16</p> <p>Board Policy # 5145.4 Equal Education Opportunity Readopted 9/16</p> <p>Board Policy #6140 Curriculum Adoption readopted 4/14</p> <p>Board Policy #6143 Curriculum Guides readopted 4/14</p> <p>Board Policy #6141 Curriculum Design readopted 4/14</p>		

	NJ Student Learning Standards		
<p>B. Equality and Equity in Student Access</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:</p>	<p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Board Policy # 5145.4 Equal Education Opportunity Readopted 9/16 Genesis Course/Class Rosters</p>	<p>YES</p>	<p>NURSES' OFFICES AT WES AND LES</p>
<p>1. Ensure equal and barrier-free access to all school and classroom facilities.</p>	<p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Board Policy # 5145.4 Equal Education Opportunity Readopted 9/16 Building Floor Plans</p>	<p>NO</p>	
<p>2. Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.</p>	<p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Board Policy # 5145.4 Equal Education Opportunity Readopted 9/16</p>	<p>YES</p>	

<p>3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.</p>	<p>YES</p>	<p>Board Policy #7110 Long Range Facilities Planning readopted 3/14 Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16</p>	
<p>4. Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.</p>	<p>YES</p>	<p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Board Policy # 5145.4 Equal Education Opportunity Readopted 9/16 Genesis Course/Class Rosters Board Policy #6171 Special Instructional Programs readopted 4/14 Board Policy #6171.2 Gifted and Talented readopted 4/14</p>	
<p>a. Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses, including math and science.</p>	<p>YES</p>	<p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Board Policy # 6171.2 Gifted and Talented readopted 4/14</p>	
<p>b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.</p>	<p>YES</p>	<p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Board Policy # 5145.4 Equal Education Opportunity Readopted 9/16 Board Policy # 5114 Suspension and Expulsion readopted 8/16 Board Policy # 5131 Conduct and Discipline readopted 9/13</p>	
<p>c. Ensure equal and bias-free access for all students to computers, computer classes, career and technical education</p>	<p>YES</p>	<p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16</p>	

<p>programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status.</p>		<p>Board Policy # 5145.4 Equal Education Opportunity Readopted 9/16 Board Policy #6142.10 Technology readopted 4/2014 Board Policy #6142.12 Career Education readopted 4/14</p>	
<p>d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.</p>	<p>YES</p>	<p>Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 ESL/ELL schedules/rosters Board Policy #6142.2 Bilingual and ESL Education readopted 4/14</p>	
<p>e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities</p>	<p>YES</p>	<p>Genesis classified student schedules Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Board Policy # 5145.4 Equal Education Opportunity Readopted 9/16 Board Policy #5145 Student Rights readopted 9/16 Board Policy 6171.4 Special Education readopted 4/14</p>	
<p>f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.</p>	<p>YES</p>	<p>Board Policy#5111 Admission readopted 9/17 Board Policy #5118 Nonresidents readopted 12/13</p>	
<p>5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.</p>	<p>YES</p>	<p>Access for ELLs proficiency test Board Policy # 6142.2 English as a Second Language: Board Policy # 6147 Standards of Proficiency readopted 4/14 Board Policy #6171.1 Remedial Instruction readopted 4/14</p>	

<p>6. Utilize bias-free measures for determining the special needs of students with disabilities.</p>	<p>YES</p>	<p>Board Policy # 6171.4 Special Education readopted 4/14</p>	
<p>7. Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including English language learners.</p>	<p>YES</p>	<p>Board Policy # 5145 Student Rights Readopted 9/16 Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Board Policy #5141 Health readopted 4/14 Board Policy #5141.21 Administration of Medication readopted 12/16 Board Policy #6171.1 Remedial Instruction readopted 4/14 Board Policy #6173 Home Instruction readopted 4/14 Board Policy #6171.3 At-Risk and Title 1 readopted 4/14</p>	
<p>8. Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is provided the students, if not permitted to attend school by a doctor.</p>	<p>YES</p>	<p>Board Policy #6173 Home Instruction readopted 9/15 Board Policy #5134 Married Pregnant Students readopted 12/13 CST Testing Instruments Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16</p>	
<p>C. Equality and Equity in Guidance Programs and Services</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998 <p>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p>	<p>YES</p>	<p>Counseling/SAC Offerings Board Policy #6164.2 Guidance and Counseling Services readopted 4/14</p>	
<p>1. Access to adequate and appropriate counseling services for all students,</p>	<p>YES</p>	<p>Naviance Genesis</p>	

<p>including females, minority students, English language learners, non-college bound students, and students with disabilities.</p>		<p>Sample of Guidance/SAC offerings Board Policy #6164.2 Guidance and Counseling Services readopted 4/14</p>	
<p>2. The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.</p>	<p>YES</p>	<p>Naviance Genesis Course catalog for Career Education Board Policy #6164.2 Guidance and Counseling Services readopted 4/14 Board Policy #6142.12 Career and Technical Education 4/14</p>	
<p>3. Guidance counselors are using bias-free materials.</p>	<p>YES</p>	<p>Board Policy #6164.2 Guidance and Counseling Services readopted 4/14 Board Policy #5145 Student Rights readopted 9/16 Board Policy # 6160 Instructional Services and Resources Readopted 4/14</p>	
<p>• Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</p> <p>Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows:</p> <p>1. All instructional activities are equitable and are co-educational.</p>	<p>YES</p>	<p>Board Policy #5145 Student Rights readopted 9/16 Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/15 Board Policy #6142.2 Physical Education/Health readopted 9/2015</p>	
<p>D. Equality and Equity in Athletic Programs</p> <ul style="list-style-type: none"> • Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 	<p>YES</p>	<p>Board Policy #5145 Student Rights readopted 9/16 Board Policy #6145.1/6145.2 Intramural Competition readopted 4/14</p>	

<p>Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:</p>			
<p>1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.</p>	<p>YES</p>	<p>Board Policy #5145 Student Rights readopted 9/16 Board Policy #6145.1/6145.2 Intramural Competition readopted 4/14 list of teams offered districtwide rosters of teams</p>	
<p>2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	<p>YES</p>	<p>Board Policy #5145 Student Rights readopted 9/16 Board Policy #6145.1/6145.2 Intramural Competition readopted 4/14 districtwide sports schedule</p>	
<p>3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.</p>	<p>YES</p>	<p>Board Policy #5145 Student Rights readopted 9/16 Board Policy #6145.1/6145.2 Intramural Competition readopted 4/14 employment postings/stipends sports purchase orders Sample of location of team home games</p>	
<p>4. Provides comparable facilities for male and female teams.</p>	<p>YES</p>	<p>Board Policy #5145 Student Rights readopted 9/16 Board Policy #6145.1/6145.2 Intramural Competition readopted 4/14 Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16</p>	

Table 4: Needs Assessment, Employment/Contract Practices

<p>IV. Employment/Contract Practices</p> <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII; Civil Rights Act of 1964; Title IX; Education Amendments of 1972; N.J.S.A. 10:5; Equal Pay Act 1973 	<p>Compliant (Yes or No)</p>	<p>Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.</p>	<p>List name of noncompliant school(s) in the district</p>

<p>A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows:</p> <ol style="list-style-type: none"> Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration. 	<p>Yes</p>	<p>Applitrack Board Policy # 2224 Non Discrimination/Affirmative Action Readopted 9/29/2016 Board Policy # 4111 Hiring, Recruitment, and Selection Readopted 9/29/16 Board Policy # 4211 Hiring, Recruitment, and Selection Readopted 9/29/16 Personnel Office Documentation Attend Recruiting Fairs</p>	
<ol style="list-style-type: none"> Target recruiting practices for underrepresented populations in every category of employment. 	<p>Yes</p>	<p>Board Policy # 2224 Non Discrimination/Affirmative Action Readopted 9/29/2016 Board Policy # 4111 Hiring, Recruitment, and Selection Readopted 9/29/16 Board Policy # 4211 Hiring, Recruitment, and Selection Readopted 9/29/16 Attend Job Fairs at various College and Universities Applitrack</p>	
<ol style="list-style-type: none"> Ensure that the district, charter and renaissance school project's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights. 	<p>Yes</p>	<p>Board Policy # 2224 Non Discrimination/Affirmative Action Readopted 9/29/2016 Board Policy # 4111 Hiring, Recruitment, and Selection Readopted 9/29/16 Board Policy # 4211 Hiring, Recruitment, and Selection Readopted 9/29/16 Applitrack</p>	
<ol style="list-style-type: none"> Monitor promotions and transfers to ensure non-discrimination. 	<p>Yes</p>	<p>Board Policy # 2224 Non Discrimination/Affirmative Action Readopted 9/29/2016 Board Policy # 4111 Hiring, Recruitment, and Selection Readopted 9/2016</p>	

		<p>Sample Transfer Forms All transfers are BOE approved monthly Board Policy # 4113/4213 Assignment, Transfer Adopted 6/1999 Readopted 6/2013</p>	
<p>5. Ensure equal pay for equal work among members of the district, charter and renaissance school project's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p>	<p>Yes</p>	<p>Board Policy # 2224 Non Discrimination/Affirmative Action Readopted 9/29/2016 Board Policy # 4111 Hiring, Recruitment, and Selection Readopted 9/2016 Board Policy #4211 Hiring Recruitment, and Selection Readopted 9/29/2016 UTEA Agreement Maintenance & Custodial Agreement Central Office Agreement PT Transportation Agreement</p>	
<p>B. Ensure that the district, charter and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations that discriminate in employment or in the provision of benefits or services, on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.</p>	<p>Yes</p>	<p>Approval of State Vendor List Board Policy #3327 Relation with Vendors Adopted 6/99 Readopted 6/2009</p>	
<p>C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender,</p>	<p>Yes</p>	<p>All hiring information is kept in Applitrack College Recruiting Fairs Board Policy #4111.1; 4211.1 Nondiscrimination/Affirmative Action readopted 9/16 Board Policy # 4111 Hiring, Recruitment, and Selection Readopted 9/2016</p>	

religion, disability, housing status or socioeconomic status.		Board Policy #4211 Hiring Recruitment, and Selection Readopted 9/29/2016	
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Comprehensive Equity Plan Corrective Actions

I. Board Responsibility

School District, Charter School or Renaissance School Project Name:

Objective:

For each noncompliant area of the district, charter school or renaissance school project's Needs Assessment describe the corrective actions to be implemented for School Years 2019-20 through 2021-22, to ensure that the Board of Education or Board of Trustees follows through with its responsibilities, including adoption or re-adoption of written equality and equity policies; the authorization of the AAO to develop a CEP; collection of disaggregated data; and adoption of the CEP and facilitate and support its implementation.

Table 5: Corrective Actions, Board Responsibilities

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019 2020 2021 Ongoing	Evidence of Completion
I.A.b.	Men's and woman's bathroom near football field need to be handicap accessible.	Supervisor of Building and Grounds, Affirmative Action Officer, Business Administrator, Athletic Director	Implementation by 2021	
I.A.b.	Handicap accessible asphalt path to softball field bleachers	Supervisor of Building and Grounds, Affirmative Action Officer, Business Administrator, Athletic Director	Implementation by 2021	
I.A.b.	Handicap accessible entrance, ramp and path to boys and girls soccer field bleachers	Supervisor of Building and Grounds, Affirmative Action Officer, Business	Implementation by 2021	

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019-2020 2021 Ongoing	Evidence of Completion
I.A.b.	Handicap accessible entrance, ramp and path to boys baseball varsity field bleachers	Administrator, Athletic Director Supervisor of Building and Grounds, Affirmative Action Officer, Business Administrator, Athletic Director	Implementation by 2021	

*III. School and Classroom Practices:
Equality and Equity in Student Access*

School District, Charter School or Renaissance School Project Name:

Objective:

For each noncompliant area of the district, charter school or renaissance school project's Needs Assessment describe the corrective actions to be implemented for School Years 2019-20 through 2021-22 to provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, national origin, sexual orientation, gender, religion, English proficiency, socio-economic status, immigration status, housing status or disability

Table 8: Corrective Actions, School and Classroom Practices: Equality and Equity in Student Access

Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2019, 2020, 2021 Ongoing	Evidence of Completion
III. B. 1.	Relocate nurses office at Livingston Elementary school to first floor to allow equal access for all students.	Principal, Supervisor of Building and Grounds, Affirmative Action Officer, Nurse, Supervisor of Nurses	Implementation will by 2021	
III. B. 1.	Relocate nurses office at Washington Elementary school to first floor to allow equal access for all students.	Principal, Supervisor of Building and Grounds, Affirmative Action Officer, Nurse, Supervisor of Nurses	Implementation will by 2020	

