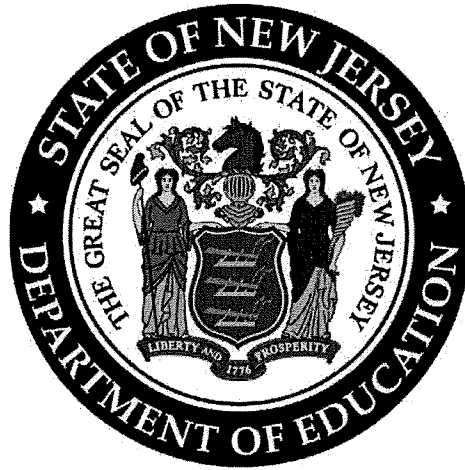


**New Jersey State Department of Education
Division of Field Services**



**Comprehensive Equity Plan for School
Years 2019-20 through Present**

Forms and Instructions

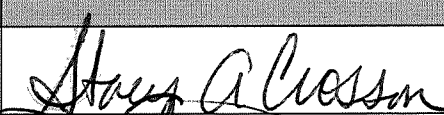

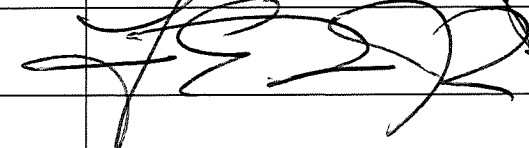
To Assist School Districts, Charter Schools and Renaissance Schools in Developing
A Comprehensive Equity Plan to Provide
Equality and Equity in Educational Programs

Appendix A

Affirmative Action Team

The following Affirmative Action Team (AAT) members that participated in the development of the needs assessment and Comprehensive Equity Plan. The AAT **must** consist of a minimum of three personnel and be comprised of diverse stakeholders.

School District, Charter School and Renaissance School Project Name:

Name	Title	Grade Level (If Applicable)	Signature
Stacy Crosson	Affirmative Action Officer Vice Principal, CTE	9-12	
Debra Keiper	Anti-Bullying/HIB Coordinator Vice Principal, Guidance HIB	9-12	
Frank Philhower	Security Officer	9-12	

Appendix B

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 noncompliant **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:151.7; Castañeda v. Pickard</p> <p>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p>	Y	<p>Policy 1523: updated November, 2016</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	
<p>1. Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p>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>	Y	<p>Policy 1523: updated November. 2016 Policy and Regulation 1550: updated June, 2018 Policy and Regulation 2260: updated November, 2016 Policy and Regulation 5750: updated November, 2016 Policy 5755: updated November, 2016 Student Agenda/Handbook</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	

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
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.	Y	Policy 1523: updated November. 2016 Policy and Regulation 2260: updated November. 2016 Policy and Regulation 5750: updated November. 2016 Stated on official letterhead and posting. All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
c. Provide equitable treatment for pregnant and married students	Y	Policy 2416: updated July, 2013 Policy 5752: updated July, 2013 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Y	Policy 1523: updated November, 2016 Policy and Regulation 5750: updated November 2016 HIB policy and Student Social Agreement All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
2. 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, religion, disability or socioeconomic status.	Y	Policy 1523: updated November, 2016 Policy and Regulation 5750: updated November 2016 HIB policy and Student Social Agreement All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	

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
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.	Y	<p>Policy and Regulation 1510: updated March, 2017 Policy 1523: updated November, 2016 Policy and Regulation 5750: updated November, 2016 Newspaper legal notice</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Y	<p>Policy 1523: updated November, 2016 Safe Schools Documentation</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	
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.	Y	<p>Policy 1523: updated November, 2016 Board Resolution March 24, 2016</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team	Y	<p>Policy 2415.1: updated July, 2013 Testing Coordinator records</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	

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
referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and reexamination 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.			
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:	Y	Policy 1523: updated November, 2016 Board Resolution March 24, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Y	Policy 1523: updated November, 2016 Policy and Regulation 3362: updated July, 2013 Policy and Regulation 4352: updated July, 2013 Policy and Regulation 5751: updated July, 2013 Policy 5755: updated November, 2016 Board Policies are available to the public on the school website; Non-discrimination statements are publicized through newspaper, job postings, literature and in the Student Agenda/Handbook. All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	

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
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.	Y	Board approved job description. Board approved on March 23, 2006	
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.	Y	Website and Student Agenda/Handbook. Website and Student Agenda/Handbook are reviewed and updated on a yearly basis.	
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.	Y	AAO job description Policy and Regulation 1550: updated June, 2018 Policy and Regulation 2260: updated November, 2016 Job description Board approved on March 23, 2006. All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	

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
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Y	School Performance Report Completed yearly.	
6. Authorize the AAO to conduct yearly equity training for all staff.	Y	Job description Board approved on March 23, 2006	
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 district's website. N.J.A.C. 6A:192.3(b), Career and Technical Education Programs and Standards.	Y	(For County Vocational School Districts Only) Admissions rubric Policy 5120: updated November, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law. Rubric adopted 2014	

Table 2: Needs Assessment, Staff Development and Classroom Practices

II. Staff Development and Training • N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	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, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year , as follows:	Y	Yearly Title I meeting and PARCC Parent Night	
1. To all certificated (administrative and professional) staff.	Y	Annual Safe Schools Training	
2. To all non-certificated (nonprofessional) staff.	Y	Annual Safe Schools Training	

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>	Y	<p>Policy and Regulation 2260: updated November, 2016 Policy 2415.1: updated July, 2013 Board approved curriculum; local curriculum revision schedule; QSAC compliance.</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	
<p>a. School climate and culture, safe and positive learning environment.</p>	Y	<p>Policy and Regulation 5750; Week of Respect; HIB Lesson Plans; Multi-Cultural Week</p>	

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
		All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
b. Courses of study, including Physical Education	Y	Policy and Regulation 5750: updated November, 2016 Board approved curriculum All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
c. Library materials/Instructional materials and strategies	Y	Policy and Regulation 5750: updated November, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
d. Technology/software and audiovisual materials	Y	Policy and Regulation 5750: updated November, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	Y	Policy and Regulation 5750: updated November, 2016 Student Agenda/Handbook All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
f. Extra-curricular programs and activities	Y	Policy and Regulation 5750: updated November, 2016 Tests and extracurricular activities are open to all students All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
g. Tests and other assessments	Y	Policy and Regulation 5750: updated November, 2016 Tests and extracurricular activities are open to all students All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	

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
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Y	<p>Policy 5755: updated November, 2016 Working with Rutgers Business Students; unbiased admissions procedures</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Y	<p>Policy and Regulation 5750: updated November, 2016 Multi-Cultural Week</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</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)	Y	<p>Policy and Regulation 5750: updated November, 2016 Social Studies Curriculum</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</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)	Y	<p>Policy and Regulation 5750: updated November, 2016 Social Studies Curriculum</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	

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>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>	Y	<p>Policy and Regulation 2260: updated November, 2016 Policy and Regulation 5750: updated November, 2016</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	
<p>1. Ensure equal and barrier-free access to all school and classroom facilities.</p>	Y	<p>Policy and Regulation 1510: updated March, 2017 Policy and Regulation 5750: updated November, 2016</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</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>	Y	<p>Policy and Regulation 5750: updated November, 2016</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	

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
3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Y	Policy and Regulation 5750: updated November, 2016 Policy and Regulation 7100: updated November, 2017 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
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.	Y	Policy and Regulation 5750: updated November, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Y	Policy and Regulation 2260: updated November, 2016 Policy and Regulation 5750: updated November, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Y	Policy 5755: updated November, 2016 Policy and Regulation 5750: updated November, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	

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
c. Ensure equal and bias-free access for all students to computers, computer classes, career and technical education 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.	Y	Policy 2360: updated July, 2013 Policy and Regulation 2361: updated September, 2015 Policy and Regulation 2421: updated July, 2013 Policy and Regulation 5750: updated November, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Y	Policy and Regulation 2423: updated November, 2016 Policy and Regulation 5750: updated November, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	Y	Policy and Regulation 2260: updated November, 2016 Policy and Regulation 5750: updated November, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Y	Policy and Regulation 5111: updated April, 2019 Policy and Regulation 5750: updated November, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	

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
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Y	Policy and Regulation 2423: updated November, 2016 Policy and Regulation 5750: updated November, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	Y	Policy 2460: updated May, 2017 Regulation 2460.1: updated July, 2013 Regulation 2460.8: updated January, 2019 Policy 5750: updated November, 2016 Policy 1510: updated March, 2017 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
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.	Y	Policy and Regulation 2260: updated November, 2016 Policy and Regulation 2414: updated July, 2013 Policy and Regulation 2415: updated July, 2013 Policy and Regulation 5750: updated November, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
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.	Y	Policy 2416: updated July, 2013 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	

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>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>1. Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.</p>	Y	<p>Policy and Regulation 2411: updated March, 2017</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</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>	Y	<p>Policy and Regulation 2411: updated March, 2017</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	
<p>3. Guidance counselors are using biasfree materials.</p>	Y	<p>Policy and Regulation 2411: updated March, 2017 Policy and Regulation 2510: updated July, 2013 Policy and Regulation 2530: updated July, 2013</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	

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>D. 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>	Y	<p>Policy and Regulation 2260: updated November, 2016 Policy 2415: updated July, 2013 Policy 5755: updated November, 2016</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	
<p>E. Equality and Equity in Athletic Programs</p> <ul style="list-style-type: none"> • Athletic Guidelines 1986; N.J.A.C. 6A:71.7(d) and Title IX, Education Amendments of 1972 <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>	Y	<p>Policy and Regulation 2260: updated November, 2016 Policy and Regulation 5750: updated November, 2016 Policy 5755: updated November, 2016</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	
<p>2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p>	Y	<p>Policy 5755: updated November, 2016</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	

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
4. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Y	Policy 2431: updated June, 2018 Policy 5755: updated November, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
5. Provides comparable facilities for male and female teams.	Y	Policy and Regulation 2260: updated November, 2016 Policy 5755: updated November, 2016 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	

Table 4: Needs Assessment, Employment/Contract Practices

IV. Employment/Contract Practices • 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	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. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows:</p> <p>1. 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 noncertificated staff and within every category of employment, including administration.</p>	<p>Y</p>	<p>Policy and Regulation 1510: updated March, 2017 Policy and Regulation 1530: updated November, 2016 Policy and Regulation 1550: updated June, 2018</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	
<p>2. Target recruiting practices for under-represented populations in every category of employment.</p>	<p>Y</p>	<p>Policy and Regulation 1530: updated November, 2016</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	
<p>3. Ensure that the district, charter and renaissance school project's employment applications and preemployment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.</p>	<p>Y</p>	<p>Policy and Regulation 1530: updated November, 2016 Policy and Regulation 1550: updated June, 2018</p> <p>All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.</p>	

IV. Employment/Contract Practices • 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	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
4. Monitor promotions and transfers to ensure non-discrimination.	Y	Policy and Regulation 1530: updated November, 2016 Policy and Regulation 1550: updated June, 2018 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
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.	Y	Policy and Regulation 1530: updated November, 2016 Policy and Regulation 1550: updated June, 2018 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	

IV. Employment/Contract Practices • 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	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
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.	Y	Policy and Regulation 1530: updated November, 2016 Policy and Regulation 1550: updated June, 2018 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	
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, religion, disability, housing status or socioeconomic status.	Y	Policy and Regulation 1530: updated November, 2016 Policy and Regulation 1550: updated June, 2018 All policies and regulations updated by StraussEsmay and adopted by the Board to stay current with the law.	

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

Name of County: **Sussex**

Name of School District/Charter School/Renaissance School Project: **Sussex County Technical High School**

Address: **105 North Church Road, Sparta, NJ 07871**

Affirmative Action Office (AAO): **Stacy A. Crosson, V.P.**

Telephone #: **973-383-6700, x231**

AAO Email: **scrosson@sussextech.org**

Alternate Contact Person: **Debra Keiper**

Telephone #: **973-383-6700, x242**

Title: **Vice Principal, Guidance**

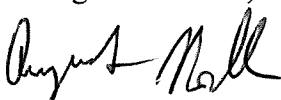
Email: **dkeiper@sussextech.org**

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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: Augustus Modla, Superintendent

Signature: 

Date: