

CLOSTER BOARD OF EDUCATION

Closter, New Jersey

Minutes

REGULAR MEETING

Tenakill Middle School

April 9, 2025 - 7:30 PM

The Board meeting was called to order by Ms. Finkelstein at 7:31 PM.

The following Board Members were present:

Ms. Micera, Ms. Argenziano, Ms. Estrems, Mr. Paldi, Ms. Salamea-Cross, Mr. Choi,
Ms. Finkelstein

The following Board Members were absent:

Ms. Lee, Ms. Li

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

SUPERINTENDENT'S REPORT

Recognition of TMS Science Olympiad Team as NJ State Champions

The Board congratulated the students and advisors on their outstanding achievement, and Mr. McHale acknowledged and thanked the parents for their continued support.

Mr. McHale and Ms. Finkelstein handed out certificates to the students of the Tenakill Middle School Science Olympiad State Champions.

Mr. Vincent McHale, Superintendent of Schools, shared with the Board and the community his report:

- *Congratulations to all of our students who performed in the Porchlight Production of The Lion King, Jr. last week. Every student did an excellent job acting, singing, and dancing as they took*

the audience on Simba's journey around Pride Rock. Congratulations to all!

- Congratulations to our TMS students who ranked first place in the region in the New Jersey Math League Contest for seventh-grade mathematics. The top students in the region, ranking first and second, are Changha Rho and Jean Park, who are currently sixth-grade students enrolled in seventh-grade math class. This is a notable achievement! We are so proud of our students! Kudos to Mr. Bomzer, Mr. John, and Mr. Rota, our seventh-grade math teachers, as well as all of the teachers who taught the students from PreK through seventh grade to prepare them for this great accomplishment.
- Thank you to Ms. Cipollini, Ms. Cohen, and Ms. Zanin, who represented Closter Public Schools at the Bergen County Job Fair on Saturday, April 5, 2025. We have five positions open for the 2025-2026 school year, and they were able to meet with many candidates at the job fair. Ms. Cipollini will also represent Closter at the upcoming Montclair State University Education Job Fair.
- The NJDOE has posted the 2023-2024 School Performance Reports on the state website. I have posted a [link to the reports](#) on the Closter Public Schools website's main page. You may find the link on the right-hand side of the main page, which is listed as the District Performance Report. This link also contains my letter about the School Performance Reports, explaining the reports. I encourage everyone to view the performance reports to learn more about our district and schools.
- Tonight, we honor our Science Olympiad Team members in recognition of winning the New Jersey State Championship for 2025. Their dedication to scientific excellence, collaborative problem-solving, and competitive spirit has led to this remarkable achievement. The students' hard work, countless hours of preparation, and unwavering commitment have brought honor to themselves and to our district. Kudos to Madison Du, Oren Feibish, Gilad Harlev, Sharro Jin, Sulayman Khalique, Aiden Kim, Hannah Kim, Jisoo Kim, Lauren Kim, Olivia Kim, Sarang Grace Kim, Jacob Lee, Julia Lee, Sophia Lee, Ni Li, Akshat Mishra, Mark Nikolov, Johanna Park-Kam, Avish Sabnani, Gyanvi Saran, Caitlyn Yeoh, Matthew Yoon, and Abigail Yun. Thank you to Ms. Moidu and Mr. Hernandez for leading this champion team. We wish them well at the National Science Olympiad in Lincoln, Nebraska, in May 2025. Thank you also to the high school students who have volunteered to help our team prepare for the competition.
- The Tenakill Middle School Science Olympiad Team is raising funds for their trip to the national competition in Lincoln, Nebraska. If you would like to support them, please visit their [Spirit Gear Fundraiser](#) or [GoFundMe](#). We are grateful to the outpouring of support for our Science Olympiad team. A special thank you to the Korean Parent Group, Closter Coaches Athletic Association, and Closter Kumon for their generous donations.
- Our Profile of a Closter Learner Committee is continuing their diligent work, having met earlier today. The committee has identified six main characteristics to describe what a Closter learner should be when graduating eighth grade. The committee is finalizing the descriptors that will be listed under each characteristic. The committee members have done an excellent job of analyzing and synthesizing the input from the 480 stakeholders who participated in the ThoughtExchange in January. We had four graphic designers respond to my email seeking volunteer graphic designers to help the committee design the iconographic. I plan to meet with the graphic designers after spring recess. I look forward to sharing the Profile of a Closter Learner before the end of the school year! I am grateful for the work that everyone has contributed to this goal.
- The public hearing on the 2025-2026 school budget will take place at our Board of Education meeting on April 30, 2025. All are invited to attend the presentation.
- Schools will be closed for spring recess from Monday, April 14, 2025, through Friday, April 18,

2025. I wish a happy Passover and happy Easter to families celebrating! Schools will reopen on Monday, April 21, 2025.

BOARD COMMITTEES

There were no board committees that met before the meeting.

PUBLIC COMMENTS ON AGENDA ITEMS

Moved by Ms. Salamea-Cross ▾ , seconded by Ms. Micera ▾ 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.

Moved by Ms. Micera ▾ , seconded by Ms. Salamea-Cross ▾ to resume the regular order of business.

BOARD OPERATIONS

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

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

YEAS: Ms. Micera, Ms. Argenziano, Ms. Estrems, Mr. Paldi, Ms. Salamea-Cross, Mr. Choi, Ms. Finkelstein

NAYS: None

A. **APPROVAL - Board of Education Meeting Minutes**

Motion to approve the March 19, 2025, Board of Education meeting minutes.

B. **APPROVAL - Comprehensive Equity Plan (2025-2028) and Submission to NJDOE**

Motion to approve the Closter Public Schools' Comprehensive Equity Plan for the 2025-2026 through 2027-2028 school years and authorize its submission to the New Jersey Department of Education for review and approval by the Executive County Superintendent as per Appendix A.

C. **APPROVAL - Student Ambassadors' After-School Snack Sale Fundraiser**

Motion to approve Tenakill Middle School's Student Ambassadors' After School Snack Sale fundraiser to raise funds for creating welcome bags and welcome events for new students as part of the Tenakill Sidekick Program for the 2025-2026 school year. Sales are scheduled for various dates from April to June 2025.

D. **APPROVAL - Hillside Elementary School Summer Programs for July 2025**

Motion to approve the summer programs to be offered at Hillside Elementary School in July 2025:

- Summer STEM Program (Two Sessions)
 - Facilitators: Ms. Joanne Iyo and Ms. Silvia Jost
 - Dates: July 14-18, 2025, and July 21-25, 2025
 - Tuition: \$180 per student per week
- Summer Readers' Theater Program
 - Facilitators: Ms. Alyssa Levy and Ms. Jodi Belnick
 - Dates: July 7-11, 2025
 - Tuition: \$180 per student

E. **APPROVAL - Students of Northern Valley Regional High School at Demarest - Senior Service Workplace Learning Experience**

Motion to approve students participating in the workplace learning experience, as per Appendix B.

F. **APPROVAL - NVRHS-D High School Students to Mentor the Science Olympiad Team**

Motion to approve the following NVRHS-D students to mentor the Science Olympiad Team from April 10, 2025, through May 22, 2025, after school on Mondays, Tuesdays, and Thursdays at Tenakill Middle School:

Yuna Akiyama
Colin Ding
Morrey Levine
Maryam Lohana

Gabe Santana
Ava Wong
Tea Yiu

G. **APPROVAL - NJ School Boards Conference 2025**

Motion to approve the attendance of the following trustees and district employees at the NJ School Boards Conference in Atlantic City on October 20- 23, 2025:

Trustees:	Cathy Lee, Edmund Choi, Jia Dee Li, Janine Micera, Marilyn Estrems
Staff:	Vincent McHale, Floro Villanueva Jr.
Cost to Board:	Group Registration of \$2,200 Individual Lodging, Mileage, Meals, and incidentals—a maximum of \$831.48 per person per GSA-approved travel regulations.

CURRICULUM AND INSTRUCTION COMMITTEE

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

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

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

YEAS: Ms. Micera, Ms. Argenziano, Ms. Estrems, Mr. Paldi, Ms. Salamea-Cross, Mr. Choi, Ms. Finkelstein

NAYS: None

A. APPROVAL - Staff Coursework

Motion to approve the following courses for the 2024-2025 school year as recommended to the Superintendent by the Principals:

Staff Member: Songhee (Joy) Lee
Course No./Title: EDUC 7130 Building Classroom Discipline
Institution: University of LaVerne
Credits: 3

Staff Member: Kaitlyn Yu
Course No./Title: EDUC 7130 Building Classroom Discipline
Institution: University of LaVerne
Credits: 3

Staff Member: Megan Weis
Course No./Title: EDUC 7130 Building Classroom Discipline
Institution: University of LaVerne
Credits: 3

Staff Member: Michelle Durocher
Course No./Title: 1) TECH-900 Video Editing for All Teachers
2) TEC-922 PowerPoint: Powerful Presentations
Institution: Fresno Pacific University
Credits: 6 credits (3 credits per course)

B. APPROVAL - Staff Conferences

Motion to approve the following staff conferences for the 2024-2025 school year:

Staff Member(s): Eileen Kennedy
Conference: NJ Association of Learning Consultants
Location: Somerset, NJ
Date: 4/24/25
Cost to Board: \$238.77 (Registration and mileage)

Staff Member(s): Joseph Scaglione
Conference: NAETI Half-Day EPA/AHERA/OSHA Refresher
Location: Virtual
Date: 4/11/25
Cost to Board: \$220.00 (Registration)

Staff Member(s): Vincent McHale
Conference: NJASA / NJAPSA Spring Leadership Conference 2025
Location: Atlantic City, NJ
Date: 5/14/25 - 5/16/25
Cost to Board: \$537.48 (Mileage, hotel, meals & incidentals)

C. **APPROVAL - Field Trips**

Motion to approve the following field trips for the 2024-2025 school year:

School: Tenakill Middle School
Group: Science Olympiad Team
Month: May 2025
Destination: University of Nebraska-Lincoln
Location: Lincoln, Nebraska

School: Hillside Elementary School
Group: Grade 4
Month: June 2025
Destination: NVRHS-D
Location: Demarest, NJ

School: Hillside Elementary School
Group: Grade 4 SGLC
Month: May 2025
Destination: Tenakill Middle School
Location: Closter, NJ

D. **APPROVAL - Field Trip**

Motion to approve the following field trip for the 2025-2026 school year:

School: Tenakill Middle School
Group: Grade 6
Month: November 2025
Destination: Fairview Lake YMCA
Location: Newton, NJ

E. **APPROVAL - Athletic Team Trip**

Motion to approve the athletic team trip for the 2024-2025 school year:

School: Tenakill Middle School
Group: Softball Team
Month: April 2025
Destination: NVRHS-D Field
Location: Demarest, NJ
Reason: Middle school softball team to watch high school softball game (parents to transport students)

FINANCE AND PHYSICAL PLANT COMMITTEE

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

Moved by Mr. Choi , seconded by Ms. Micera to approve Motions A - H.

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

YEAS: Ms. Micera, Ms. Argenziano, Ms. Estrems, Mr. Paldi, Ms. Salamea-Cross, Mr. Choi, Ms. Finkelstein

NAYS: None

A. **APPROVAL - Payment of Bills**

Motion to approve payment of bills from March 20, 2025, to March 31, 2025, in the amount of:

General Fund (Fund 10)	\$784,858.96
Special Revenue (Fund 20)	\$ 3,206.50
Total	\$788,065.46

B. **APPROVAL - Payment of Bills**

Motion to approve payment of bills from April 1, 2025, to April 9, 2025, in the amount of:

General Fund (Fund 10)	\$1,445,126.00
Special Revenue (Fund 20)	\$ 5,131.10
Enterprise (Milk – Fund 60)	\$ 892.71
Total	\$1,451,149.81

C. **APPROVAL – Renewal of Athletic Transportation Contract**

BE IT RESOLVED that the Closter Board of Education approves renewing the athletic transportation contract for the Closter Board of Education Athletics Route with Valley Transportation Co., Inc. for the 2025-2026 school year. The contract renewal is at a 0% increase, or \$425 per trip, with an adjustment of \$50 per ¼ hour for any additional time beyond 2.5 hours;

WHEREAS, this renewal is made in accordance with N.J.S.A. 18A:39-3, which permits the negotiated renewal of student transportation contracts with current vendors provided that:

- The terms of the contract remain substantially the same, and
- The increase does not exceed the annual Consumer Price Index (CPI) cap set by the Commissioner of Education;

AND WHEREAS, the proposed renewal reflects no increase in cost, remaining within the allowable CPI cap of 3.57% for the 2025-2026 school year;

BE IT FURTHER RESOLVED that the Board President and the School Business Administrator / Board Secretary are hereby authorized to execute such contract and any other documents necessary to effectuate the terms of this Resolution. The School Business Administrator/Board Secretary shall submit all required documents to the Executive County Superintendent in accordance with the regulations governing student transportation.

D. **APPROVAL – Authorization to Assign Contract Funds to Surety for Roof Replacement Project at HES and TMS**

WHEREAS, the Closter Board of Education entered into a contract dated on or about April 29, 2024 (hereinafter referred to as the "Contract") with Duga Construction, LLC (hereinafter referred to as the "Duga") for Partial Roof Replacement at Hillside Elementary School & Tenakill Middle School (hereinafter referred to as the "Project"); and

WHEREAS, as required by law and under the terms of the Contract, Duga and its surety, Bondex Insurance Company (hereinafter referred to as the "the Surety") made, executed and delivered to the Board a Performance Bond and a Payment Bond, Bond No. No. BX2400399 (collectively, the "Bonds"); and

WHEREAS, as a result of bond claims filed against the Surety against Duga on this Project, the Surety is exercising its assignment rights pursuant to the General Agreement and Indemnity, which provides that Duga agrees to assign all "rights and interests in any insurance policies" to the Surety; and

WHEREAS, the Surety provided the Board with an Assignment of Contract Funds executed by Duga March 19, 2025, directing the Board at the Surety's request to pay any remaining Contract balances to the Surety; and

WHEREAS, upon the Surety's receipt of any Contract Funds from this assignment, all monies will be placed in an isolated account that will only be accessed to address claims and costs specific to this Project.

NOW, THEREFORE, BE IT RESOLVED that the Board President and the Business Administrator/Board Secretary are hereby authorized to execute the Acknowledgement of Assignment to Surety of Contract Rights and Proceeds for the Surety and any and all other documents necessary to effectuate the terms of this Resolution.

E. **APPROVAL - Roth 403(b) Investment Option for Employees**

Motion to approve the addition of a Roth 403(b) investment option for all eligible district employees, to be offered alongside the existing traditional 403(b) plan, with no cost or financial obligation to the district.

F. **APPROVAL – Purchase of CrowdStrike Falcon EDR**

Motion to approve the purchase of a 2-year contract for CrowdStrike Falcon Endpoint Detection and Response (EDR) from CDW-G in the amount of \$67,450 through the Educational Services Commission of New Jersey (ESCNJ) cooperative purchasing contract AEPA-22G. The two-year agreement results in a cost savings of \$5,660 compared to standard pricing. The software provides advanced cybersecurity protection for district devices and is necessary to maintain the district's cyber insurance coverage.

G. **APPROVAL - Disposal of Tab-Tensioned Screen at Hillside Elementary School**

Motion to approve the disposal of a tab-tensioned screen at HES, fixed asset tag #10197.

H. **APPROVAL - Disposal of Surplus Printers**

Motion to approve the disposal of surplus printers, which have been removed from classrooms and offices as part of the district's transition to centralized printer-copier devices, through sale via GovDeals or by donation to Acton Academy, other school districts, or local government entities.

PERSONNEL AND MANAGEMENT COMMITTEE

Chairperson: Ms. Salamea-Cross; Member: Mr. Paldi

Moved by Ms. Salamea-Cross - , seconded by Ms. Micera - to approve Motions A - I.

Mr. McHale explained items E and F, which are the retirement of Karen Caruso and Jeffrey Roem. He read the resignation letters submitted by both teachers and extended his best wishes to them on their retirement.

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

YEAS: Ms. Micera, Ms. Argenziano, Ms. Estrems, Mr. Paldi, Ms. Salamea-Cross, Mr. Choi,

Ms. Finkelstein

NAYS: None

A. **APPROVAL - Staff Chaperones for the Grade 3 Trip to Carnegie Hall in May 2025**

Motion to approve the following staff members as chaperones for the Grade 3 trip to Carnegie Hall in May 2025:

Laura Abbey (TMS staff)

Jodi Belnick

Allison Esposito

Lauren Finan

Charlene Gerbig

Kate Gibney

Kristen Haenelt

Henry Hathaway

Jamie Morgan

Joe Moskowitz

Maria Pavlou

Claire Pidi

Daniella Riecken (TMS staff)

Pat Sorrentino

Kerry Vogel

B. **APPROVAL - Rescindment of Appointment - Maria Barricella as Paraprofessional**

Motion to rescind the appointment of Maria Barricella as Hillside School Paraprofessional for the 2024-2025 school year.

C. **APPROVAL - Leave of Absence for Suzanne Lang, Hillside School's School Counselor**

Motion to approve Suzanne Lang, HES School Counselor, for a leave of absence as follows:

- FMLA leave from September 2, 2025, through September 16, 2025, and
- FMLA and NJFLA from September 17, 2025, through November 25, 2025, with an anticipated return date of November 26, 2025.

D. **APPROVAL - Unpaid Leave of Absence for Susan Hans, Hillside School Paraprofessional**

Motion to approve Susan Hans, HES Paraprofessional, for an unpaid leave of absence, effective April 2, 2025, through April 11, 2025, (eight unpaid days) with an anticipated return to work date of April 21, 2025.

E. **APPROVAL - Retirement of Jeffrey Roem, Tenakill School Grade 5 Math/Science Teacher**

Motion to approve the retirement of Jeffrey Roem, TMS Grade 5 Math/Science Teacher, effective June 30, 2025.

F. **APPROVAL - Retirement of Karen Caruso, Tenakill School Special Education Teacher**

Motion to approve the retirement of Karen Caruso, TMS Special Education Teacher, effective June 30, 2025.

G. **APPROVAL - Substitute Custodian**

Motion to approve the following substitute custodian for the 2024-2025 school year:

Name

James Emmet

Certification

Substitute Custodian

H. **APPROVAL - Appointment of Hannah Kim as Paraprofessional for the 2024-2025 School Year**

Motion to approve the appointment of Hannah Kim as a paraprofessional for the 2024-2025 school year, 5.75 hours per day, at a rate of \$20.89 per hour, with a start date pending a criminal history background check (anticipated start date of 4/21/25).

I. **APPROVAL - Samantha Reideau, Learners Compass Supervisor, to Observe Parent-Paid Paraprofessional in Hillside Elementary School Classroom**

Motion to approve Samantha Reideau, Learners Compass Supervisor, to observe parent-paid Learners Compass paraprofessional in a HES classroom for up to two hours weekly or bi-weekly for the 2024-2025 school year.

OLD/NEW BUSINESS

Mr. Villanueva reminded the trustees to make sure that they complete the Chief School Administrator's evaluation training module. This needs to be done as soon as possible.

PUBLIC COMMENTS

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

Rafaella Yacouel, 32 Olive Street, heard about the half a million dollars allocated for locker expenditures and asked what the reason for this was, and if the public could know ahead of time, so they would be able to ask questions before it happened. Mr. McHale explained that the Finance Committee and district leadership evaluate and determine which projects are included in the Long Range Facilities Plan (LRFP). The locker replacement has been on the LRFP for several years, as the current lockers are over 35 years old, many are no longer functional, and replacement parts are unavailable.

He noted that funding will come from the Capital Reserve Fund, which is designated for LRFP-listed facility projects. Since 2023, the need for new lockers has been discussed at multiple Board meetings. Mr. Villanueva added that the district has about \$68 million in projects on the LRFP, with \$5.5 million available in Capital Reserve. With rising enrollment, there will not be enough lockers for all Tenakill students next year.

Hagil Harlev, 10 Blackledge Court, asked if we have to go with a specific company or if we should obtain multiple quotes and select the best one. Mr. Villanueva responded that we are planning to install 700 lockers at a cost of approximately \$580 per locker. We have reached out to multiple vendors to get the best pricing for us. We have reached out to over 10 companies, and it all goes back to Nickerson's company. It was about \$405,000 for the removal and installation of the lockers.

Moved by Ms. Micera ▾ , seconded by Ms. Salamea-Cross ▾ to close the meeting to public comments.

CLOSED SESSION MOTION (If required)

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

YEAS: Ms. Micera, Ms. Argenziano, Ms. Estrems, Mr. Paldi, Ms. Salamea-Cross, Mr. Choi, Ms. Finkelstein

NAYS: None

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 8:12 PM.

The Board reconvened from Closed Session at 8:29 PM.

ADJOURNMENT

Moved by Ms. Micera ▾ , seconded by Ms. Salamea-Cross ▾ to adjourn the meeting at 8:30 PM.

Respectfully submitted,



Floro M. Villanueva, Jr.
Business Administrator/Board Secretary

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



**Comprehensive Equity Plan
for School Years 2025-26 through 2027-28**



CLOSTER PUBLIC SCHOOLS







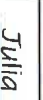


Appendix A
Affirmative Action Team Form

Affirmative Action Team

The following Affirmative Action Team (AAT) members 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. Add rows to Table 1 as needed.

School District, Charter School or Renaissance School Project Name:

Table 1: Affirmative Action Team Members

Name	Title	Grade Level (If applicable)	Signature
Floro M. Villanueva Jr.	Affirmative Action Officer	School Business Administrator	
Keith McElroy	Assistant Principal – TMS	Grades 5 – 8 building	
Lori Cohen	Director of Special Services	PreK – 8	
Tara Eddy	Teacher	Grades K – 4 building	
Patricia Brett	Teacher	Grades K – 4 building	
Christopher Rota	Teacher	Grades 5 – 8 building	
Julia Palmeri	Teacher	Grades 5 – 8 building	
Shannon San George	Teacher	Grades 5 – 8 building	
Josephine Hunt	Teacher	Pre-K	

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

District, Charter School or Renaissance School Project Comprehensive Equity Plan Needs Assessment

Needs Assessments

Needs assessments for:

- Board Responsibilities (Tables 2–4)
- Staff Development and Training (Table 5)
- School and Classroom Practices (Table 6–13)

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 in the Comprehensive Equity Plan Corrective Action forms.

Board Responsibilities

N.J.A.C. 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
Adopt or re-adopt and implement written educational equity policies that require the following: (N.J.A.C. 6A:7-1.4a)

Table 2: *Equity in School and Classroom Practices, that shall, as a minimum, do the following (N.J.A.C. 6A:7-1.7)*

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
Identify and address all forms of prejudice and discrimination in all district, charter or renaissance school project activities and programs, practices, curricula, instructional materials and assessments.	YES	<p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 - EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1523 – COMPREHENSIVE EQUITY PLAN; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p>	

<p>Ensure equitable access to all schools, facilities, activities and programs, and benefits for all students regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).</p>		<p>District Policy 5842 - EQUAL ACCESS OF STUDENT ORGANIZATIONS; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 7510 - USE OF SCHOOL FACILITIES; Date Adopted: May 27, 2021</p> <p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 - EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5750 - EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1523 - COMPREHENSIVE EQUITY PLAN; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2520 - INSTRUCTIONAL SUPPLIES; Date Adopted: May 27, 2021, Date Revised: May 10, 2023</p> <p>District Policy 5841 - SECRET SOCIETIES; Date Adopted: March 26, 2024</p>	
<p>Provide equitable treatment for pregnant and married students</p>	<p>YES</p>	<p>District Policy 5752 - MARITAL STATUS AND PREGNANCY Date Adopted: May 27, 2021</p> <p>District Policy 2416 - PROGRAMS FOR PREGNANT STUDENTS; May 27, 2021</p>	

Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c122).		<p>District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021 Date Revised: September 8, 2022, March 22, 2023</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1523 – COMPREHENSIVE EQUITY PLAN; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5541 – ANTI HAZING; Date Adopted: February 17, 2022</p> <p>District Policy 5751 – SEXUAL HARASSMENT OF STUDENTS; Date Adopted: December 9, 2021</p> <p>District Policy 8461 – REPORTING VIOLENCE, VANDALISM, HARASSMENT, INTIMIDATION, BULLYING, ALCOHOL, AND OTHER DRUG OFFENSES; Date Adopted: May 27, 2021</p>	
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Table 3: Affirmative Action Officer, Affirmative Action Team, Develop Comprehensive Equity Plan

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
The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter or renaissance school project school's Section 504 Officer and/or the district, charter or renaissance school project's Title IX Coordinator. (N.J.A.C. 6A-7-1.5).	YES	<p>Appointment of AAO – January 2, 2025 Board of Education Organization Meeting</p> <p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1510 – AMERICANS WITH DISABILITIES ACT; Date Adopted: May 27, 2021</p>	

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
Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	YES	District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 September 2024 PD, January 2025 PD, Safeschools Vector Training, Counselors Presentation to Parents, Testing Presentation District Policy 1523 – COMPREHENSIVE EQUITY PLAN; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
Authorize the Affirmative Action Officer and 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 NICSAC. Charter and renaissance school projects will report annual progress in the NUDO, Office of Charter and Renaissance Schools Annual Report.	YES	District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 1523 – COMPREHENSIVE EQUITY PLAN; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 Board of Education Meeting Minutes, March 5, 2025.	
Collect and analyze Annual Yearly Progress Target data for underperforming student groups disaggregated 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	YES	District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 NUSLA Results of Spring 2024 Assessment Reported by Superintendent of Schools- October 8, 2024 BOE Meeting DLM Results of Spring 2024 Assessment Reported by Director of Special Services – October 8, 2024 BOE Meeting	

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
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 student groups on Annual Yearly Progress Target reports for State assessments.		District Policy 2423 – BILINGUAL EDUCATION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2610 – EDUCATIONAL PROGRAM EVALUATION; Date adopted: May 27, 2021 District Policy 2622 – STUDENT ASSESSMENT; Date Adopted: February 17, 2022	

Table 4. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:

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
Inform the school community of the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equity in educational activities and programs.	YES	District website: https://www.clusterschools.org/Anti-bullying District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy SS12 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021 Date Revised: September 8, 2022, March 22, 2023 District Policy 1523 – COMPREHENSIVE EQUITY PLAN; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a		District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

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
certificated staff person, and train the AAO to handle the district, charter, or renaissance school projects equity responsibilities.	YES	Affirmative Action Officer Job Description Approved on November 14, 2019 meeting.	
Inform students, staff and the community of the name, office address, and phone number of the district, charter, or renaissance school project's AAO, and publicize the location and availability of the district, charter, or renaissance school project's CEP, policies, grievance procedures and annual reports.	YES	Information on AAO, Process, and HIB can be found on district website: https://www.closterschools.org/Anti-bullying and https://www.closterschools.org/Human-Resources District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021 Date Revised: September 8, 2022, March 22, 2023 District Policy 2260 - EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 1510 – AMERICANS WITH DISABILITIES ACT; Date Adopted: May 27, 2021	
Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on the protected categories listed at N.J.A.C. 6A:7-1.1(a).	YES	District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021 Date Revised: September 8, 2022, March 22, 2023 District Policy 2260 - EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

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>District Policy 5751 – SEXUAL HARASSMENT OF STUDENTS; Date Adopted: December 9, 2021</p> <p>District Policy 1510 – AMERICANS WITH DISABILITIES ACT; Date Adopted: May 27, 2021</p> <p>District Policy 2418 – SECTION 504 OF THE REHABILITATION ACT OF 1973; Date Adopted: May 27, 2021</p> <p>Ongoing, with HIB incidents reported at a Board of Education closed session following statutory deadlines.</p>	
Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap.	YES	<p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 - EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2610 – EDUCATIONAL PROGRAM EVALUATION; Date adopted: May 27, 2021</p> <p>District Policy 2415 – EVERY STUDENT SUCCEEDS ACT; Date adopted: May 27, 2021, Date Revised: November 17, 2022</p> <p>The Superintendent of Schools and/or Building Principals provide reports during Board of Education meetings.</p>	
Authorize the AAO to conduct yearly equity training for all staff.	YES	<p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>Annual September and January PD Dates; SafeSchools Online Training</p>	

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
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 county vocational school website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.		(For County Vocational School Districts Only) District Policy 5111 – ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS; Date Readopted: November 15, 2023	

Staff Development and Training

Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement and opportunity gaps and other inequities arising from prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) every school year, as follows (Table 5).

Table 5: Staff Development and Training (N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5)

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
All certificated (administrative and professional) staff.	YES	Documentation or evidence to substantiate compliance must include: District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021 Date Revised: September 8, 2022, March 22, 2023 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 1523 – COMPREHENSIVE EQUITY PLAN; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

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
		District Policy 3240 – PROFESSIONAL DEVELOPMENT FOR TEACHERS AND SCHOOL LEADERS; Date Adopted: May 27, 2021	
All non-certificated (non-professional) staff	YES	District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021 Date Revised: September 8, 2022, March 22, 2023 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 4240 – EMPLOYEE TRAINING; Date Adopted: May 27, 2021	

School and Classroom Practices

A. Equity in Curriculum (Tables 6 and 7)

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

Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the New Jersey Student Learning Standards and address 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 activities and programs and by providing opportunities for students to interact positively with others regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a). Areas covered include, but are not limited to, the following (Tables 6 and 7)

Table 6: Equity in Curriculum

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
School climate and culture, safe and positive learning environment.	YES	<p>District Policy 2260 - EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 3351 – HEALTHY WORKPLACE ENVIRONMENT; Date Adopted: May 27, 2021</p> <p>District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021</p> <p>District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021</p> <p>District Policy 1140 - EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p>	

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
		District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021 Date Revised: September 8, 2022, March 22, 2023	
Courses of study, including Physical Education	YES	District Policy 2422 – HEALTH AND PHYSICAL EDUCATION; Date Adopted: September 23, 2021 District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021 District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 Annual Budget Appropriations	
Library materials/instructional materials and strategies	YES	District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021 District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021 District Policy 2428.1 – STANDARD BASED INSTRUCTIONAL PRIORITIES; Date Adopted May 27, 2021 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

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
		District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2520 – INSTRUCTIONAL SUPPLIES; Date Adopted: May 27, 2021, Date Revised: May 10, 2023 Annual Budget Appropriations	
Technology/software and audio-visual materials	YES	District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021 District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021 District Policy 2360 – USE OF TECHNOLOGY; Date Adopted: May 27, 2021 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 Annual Budget Appropriations	
Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, and grievance procedures.	YES	District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021 District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021	

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>District Policy 5710 – STUDENT GRIEVANCE; Date Adopted: May 27, 2021</p> <p>District Policy 2411 – GUIDANCE COUNSELING; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5512 - HARASSMENT, INTIMIDATION, AND BULLYING; Date Adopted: May 27, 2021 Date Revised: September 8, 2022, March 22, 2023</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPURTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5541 – ANTI HAZING; Date Adopted: February 17, 2022</p> <p>District Policy 5751 – SEXUAL HARASSMENT OF STUDENTS; Date Adopted: December 9, 2021</p>	
Extra-curricular activities and programs	YES	<p>District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021</p> <p>District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021</p> <p>District Policy 2430 – CO-CIRRICULAR ACTIVITIES; Date Adopted May 27, 2021</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPURTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p>	

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
		District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 Annual Budget Appropriations	
Tests and other assessments	YES	District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021 District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021 District Policy 2610 – EDUCATIONAL PROGRAM EVALUATION; Date Adopted: May 27, 2021 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2622 – STUDENT ASSESSMENT; Date Adopted: February 17, 2022 District Policy 2428.1 – STANDARDS BASED INSTRUCTIONAL PRIORITIES; Date Adopted: May 27, 2021	
Reduction and/or prevention of under representation of minority, female and male students in all classes, activities and programs.	YES	District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021 District Policy 2220 – ADOPTION OF COURSES; Date Adopted: May 27, 2021	

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
		District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

Table 7: Equity in Curriculum

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
Include a multicultural curriculum in the instructional content and practices across the curriculum.	YES	District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 Board of Education Meeting Adopting Northern Valley Curriculum Consortium Curriculum Guide – July 23, 2024 (done annually)	
Ensure the Amistad Commission Curriculum is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	YES	District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

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>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2422 – HEALTH AND PHYSICAL EDUCATION; Date Adopted: September 23, 2021</p> <p>Board of Education Meeting Adopting Northern Valley Curriculum Consortium Curriculum Guide – July 23, 2024 (done annually)</p>	
Ensure the Commission on Holocaust Education curriculum for elementary and secondary school students, as developmentally appropriate. (N.J.S.A. 18A:35-28)	YES	<p>District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>Board of Education Meeting Adopting Northern Valley Curriculum Consortium Curriculum Guide – July 23, 2024 (done annually)</p>	

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>Include instruction on all curricular requirements pursuant to N.J.A.C. 6A:8, including curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).</p>	<p>YES</p>	<p>District Policy 2210 – CURRICULUM DEVELOPMENT; Date Adopted: May 27, 2021</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2200 – CURRICULUM CONTENT; Date Adopted: September 10, 2024</p> <p>Board of Education Meeting Adopting Northern Valley Curriculum Consortium Curriculum Guide – July 23, 2024 (done annually)</p>	

B. Equity in Student Access
(Tables 8–10)

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

Provide equitable and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a) as follows (Table 8):

Table 8: Equity in Student Access

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
Ensure equal and barrier-free access to all school and classroom facilities.	YES	District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 7100 – LONG RANGE FACILITIES PLANNING; Date Adopted: May 27, 2021 District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter or renaissance school project's overall minority racial and ethnic representation.	YES	District Policy 7100 – LONG RANGE FACILITIES PLANNING; Date Adopted: May 27, 2021 District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

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
Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	YES	<p>District Policy 7100 – LONG RANGE FACILITIES PLANNING; Date Adopted: May 27, 2021</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPURTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 7102 – SITE SELECTION AND ACQUISITION; Date Adopted: May 27, 2021</p>	
<p>Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within schools, courses, classes, activities and programs or extracurricular activities, except as provided under N.J.A.C. 6A:7-1.7(b), which permits a district, at its discretion, to conduct portions of classes that deal exclusively with human sexuality in separate developmentally appropriate sessions based on gender identity, provided the course content for each such separately conducted sessions is the same.</p>	YES	<p>District Policy 7100 – LONG RANGE FACILITIES PLANNING; Date Adopted: May 27, 2021</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPURTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 8110 – ATTENDANCE AREAS; Date Adopted: May 27, 2021</p>	

Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within schools, courses, classes, activities and programs or extracurricular activities (Tables 9 and 10)

Table 9: Equity in Student Access

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
Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	YES	District Policy 2464 – GIFTED AND TALENTED STUDENTS; Date Adopted: May 27, 2021 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	YES	District Policy 5600 – STUDENT DISCIPLINE/ CODE OF CONDUCT; Date Adopted: May 27, 2021 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
Ensure equitable and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically advanced instructional assistance, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	YES	District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

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
		District Policy 2421 – CAREER AND TECHNICAL EDUCATION; Date Adopted: September 23, 2021	
Ensure that all multilingual learners have equal and bias-free access to all school activities and programs.	YES	District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2423 – BILINGUAL EDUCATION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
Ensure that all students with disabilities have equal and bias-free access to all school activities and programs.	YES	District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 1510 – AMERICANS WITH DISABILITIES ACT; Date Adopted: May 27, 2021	
Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	District Policy 2460 – SPECIAL EDUCATION; Date Adopted: May 27, 2021 District Policy 5111 – ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS; Date Readopted: November 15, 2023 District Policy 8140 – STUDENT ENROLLMENTS; Date Adopted: May 27, 2021, Date Revised: March 22, 2023	

Table 10: Equity in Student Access

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
Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of multilingual learners.	YES	District Policy 2423 – BILINGUAL EDUCATION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
Utilize bias-free measures for determining the special needs of students with disabilities.	YES	District Policy 2460 – SPECIAL EDUCATION; Date Adopted: May 27, 2021 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy	
Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including multilingual learners.	YES	District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2423 – BILINGUAL EDUCATION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
Ensure that all pregnant students are permitted to remain in the regular school activities and programs. Ensure that equivalent instruction is provided to the students, if not permitted to attend school by a doctor.	YES	District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2416 – PROGRAMS FOR PREGNANT STUDENTS; May 27, 2021 District Policy 2416.01 – POSTNATAL ACCOMMODATIONS FOR STUDENTS; Date Adopted September 8, 2022	

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>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 5752 - MARITAL STATUS AND PREGNANCY Date Adopted: May 27, 2021</p>	

C. Equity in Guidance Programs and Services

N.J.A.C. 6A:7-1.7(c) Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998

Ensure that the school district, charter or renaissance school project's guidance program provides the following (Table 11):

Table 11: Guidance Programs and Services

Guidance Programs and Services	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
Access to adequate and appropriate counseling services for all students, inclusive of any protected categories listed at N.J.A.C. 6A:7-1.1(a)	YES	District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2411 – GUIDANCE COUNSELING; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	
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 non-traditional careers.	YES	District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2411 – GUIDANCE COUNSELING; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2421 – CAREER AND TECHNICAL EDUCATION; Date Adopted: September 23, 2021 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 Middle School TREP\$ Program	

Guidance Programs and Services	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
Guidance counselors are using bias-free materials.	YES	District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2411 – GUIDANCE COUNSELING; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

D. Equity in Physical Education

N.J.A.C. 6A:7-1.7 (d) and Title IX, Education Amendment of 1972

Ensure that the district, charter or renaissance school project's physical education program is co-educational, as follows (Table 12):

Table 12: Physical Education

Physical Education	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 instructional activities are equitable and are co-educational.	YES	District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024	

Physical Education	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
		District Policy 2422 – HEALTH AND PHYSICAL EDUCATION; Date Adopted: September 23, 2021	

E. Equity in Athletic Programs

Athletic Guidelines: 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972

Ensure that the district, charter or renaissance school project's Athletic Program accomplishes the following (Table 13):

Table 13: Athletic Programs

Athletic Programs	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
Ensures relatively equitable numbers of varsity and sub-varsity teams for male and female students.	YES	<p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2431 – ATHLETIC COMPETITION; Date Adopted: May 27, 2021</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>Cluster Education Association Contract – Schedule F Positions, appointments done annually.</p>	

Athletic Programs	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
Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	YES	<p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2431 – ATHLETIC COMPETITION; Date Adopted: May 27, 2021</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>Athletic Teams – Season Schedule</p>	
Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	YES	<p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 2431 – ATHLETIC COMPETITION; Date Adopted: May 27, 2021</p> <p>District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>Cluster Education Association Contract – Schedule F Positions</p> <p>Budget Appropriations</p>	
Provides comparable facilities for male and female teams.	YES	<p>District Policy 5750 – EQUITABLE EDUCATIONAL OPPORTUNITY; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p> <p>District Policy 1140 – EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION; Date Adopted: May 27, 2021, Date Revised: March 26, 2024</p>	

Athletic Programs	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
		District Policy 2431 – ATHLETIC COMPETITION; Date Adopted: May 27, 2021 District Policy 2260 – EQUITY IN SCHOOL AND CLASSROOM PRACTICES; Date Adopted: May 27, 2021, Date Revised: March 25, 2024 The district uses the same facilities and fields for all sports.	

Appendix C

Comprehensive Equity Plan Corrective Actions

Improvement Strategies, SMART* Goals, and Targets

*Specific, Measurable, Achievable, Reasonable, Time-Bound (S.M.A.R.T)

Comprehensive Equity Plan Corrective Actions

1. Board Responsibility

School District, Charter School or Renaissance School Project Name: CLOSTER PUBLIC SCHOOLS

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 2025-2026 through 2027-2028, to ensure that the Board of Education or Board of Trustees follows through with its responsibilities, including adoption or re-adoption of written educational 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. Add rows as needed.

Table 14: Correction Action, Board Responsibilities

Section/sub-section from needs assessment	Improvement Strategies, SMART Goals, and Targets	Staff Responsible	Implementation Timeline	Evidence of Completion
N/A	N/A	N/A	N/A	N/A

III. School and Classroom Practices Equity in Curriculum

School District, Charter School or Renaissance School Project Name: CLOSTER PUBLIC SCHOOLS

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 2025-2026 through 2027-2028 for developing and/or revising curriculum to eliminate discrimination, add multicultural content, and promote understanding and mutual respect among all students. Add rows as needed

Table 16: Corrective Actions, School and Classroom Practices: Equity in Curriculum

[illegible]

School District, Charter School or Renaissance School Project Name: CLOSTER PUBLIC SCHOOLS

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 2025–2026 through 2027–2028 to provide equitable treatment, adequate and appropriate counseling services for all students that shall not restrict or limit the options presented on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a), and to ensure exposure and counseling services focused on careers in the science and technology industries, non-traditional career options and post-secondary opportunities that shall not restrict or limit the options presented to all students on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a). Additionally, guidance counselors are using bias-free materials. Add rows as needed.

[illegible]

Appendix D

Yearly Statements of Assurance

2025-2026

2026-2027

2027-2028

Comprehensive Equity Plan Statement of Assurance

(to be Submitted with the Three-Year CEP)

School District, Charter School or Renaissance School Project Information School Year 2025-2026

Name of County: BERGEN COUNTY

Name of School District/Charter School/Renaissance School Project: CLOSTER PUBLIC SCHOOLS

Address: 340 HOMANS AVENUE, CLOSTER, NEW JERSEY 07624

Affirmative Action Office (AAO): FLORO M. VILLANUEVA JR.

Telephone #: 201-256-3386

AAO Email: VILLANUEVAF@NVNET.ORG

Alternate Contact Person: VINCENT MCHALE

Telephone #: 201-768-3001

Title: SUPERINTENDENT OF SCHOOLS

Email: MCHALEV@NVNET.ORG

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 within 60 days of certification of completion by the Executive County Superintendent.
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: Vincent McHale, Superintendent

Signature: Vincent McHale

Date: 3/31/2025

Comprehensive Equity Plan Statement of Assurance, Year 2

School District, Charter School or Renaissance School Project Information School Year 2026-2027

Name of County: BERGEN COUNTY

Name of School District/Charter School/Renaissance School Project: CLOSTER PUBLIC SCHOOLS

Address: 340 HOMANS AVENUE, CLOSTER, NEW JERSEY 07624

Affirmative Action Office (AAO): FLORO M. VILLANUEVA JR.

Telephone #: 201-256-3386

AAO Email: VILLANUEVAF@NVNET.ORG

Alternate Contact Person: VINCENT MCHALE

Telephone #: 201-768-3001

Title: SUPERINTENDENT OF SCHOOLS

Email: MCHALEV@NVNET.ORG

1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2025-2026 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.
2. The school district, charter school or renaissance school project will continue to fully implement its Board-approved Comprehensive Equity Plan.
3. The 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:

Comprehensive Equity Plan Statement of Assurance, Year Three

School District, Charter School or Renaissance School Project Information School Year 2027-2028

Name of County: BERGEN COUNTY

Name of School District/Charter School/Renaissance School Project: CLOSTER PUBLIC SCHOOLS

Address: 340 HOMANS AVENUE, CLOSTER, NEW JERSEY 07624

Affirmative Action Office (AAO): FLORO M. VILLANUEVA JR.

Telephone #: 201-256-3386

AAO Email: VILLANUEVAF@NVNET.ORG

Alternate Contact Person: VINCENT MCHALE

Telephone #: 201-768-3001

Title: SUPERINTENDENT OF SCHOOLS

Email: MCHALEV@NVNET.ORG

1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2026-2027 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.
2. The school district, charter school or renaissance school project will continue to fully implement its Board-approved Comprehensive Equity Plan.
3. The 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:

Hillside Elementary School

<u>First</u>	<u>Last</u>
Cameryn	Ceitlyn
Saniya	Shivnani
Anastasiia	Inaniuk
Maya	Tal
Leann	Speranza
Anne	Chung
Phoebe	Terner
Sarah	Cagney
Kaitlyn	Waters
Tyler	Ho
Amanda	Haenelt
Mya	Garcia
Laura	Dank
Viktoria	Kosa
Eurice	Lee

Tenakill Middle School

<u>First</u>	<u>Last</u>
Maya	Weinberg
Matthew	Lhi
Erin	Rhee
Sujin	Kim
Kiara	Paduano
Gilad	Tal
Aiden	Casbar
Ori	Lindenberg
Lia	Yacouel
Mayan	Nissan
Leah	Kang
Noa	Kipnis
Elan	Kipnis
Alexa	Baker
Nicolas	Gorenstein
James	Connelly
Ella	Spickerman
Emma	Argenziano
Jenna	Kim
Alyssa	Kim
Saanvi	Shah
Vanessa	Ho
Esther	Hwang
James	Cha
Anita	Kosa