

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

Directions:

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

Table 1: Needs Assessment, Board Responsibility

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
<p>NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p>	Yes	6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	
<p>1. Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p style="padding-left: 20px;">a. Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.</p>	Yes	6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	

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.	Yes	5145.4 Equal Educational Opportunity, Readopted June 16, 2015	
c. Provide equitable treatment for pregnant and married students	Yes	5134 Pregnant Students, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	4111.1/4211.1 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017 5145.4 Equal Educational Opportunity, Readopted June 16, 2015 5131.1 Harassment, Intimidation, and Bullying, Adopted April 19, 2018	
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.	Yes	4111.1/4211.1 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	

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.	Yes	Board of Education Agenda – August 23, 2018 2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	September 4, 2018 Professional Development and HIB training for all staff members PARCC presentation for parents 4231/4231.1 Staff Development; inservice education/visitations/conferences Readopted June 16, 2015 Approved on June 15, 2017	
B. Authorize the Affirmative Action Officer team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress, and complete the District Performance Review in the NJQSAC. Charter schools will report annual progress in the Charter School Annual Report.	Yes	Statement of Assurance Board of Education Agenda – April 11, 2019 2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017	

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>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 referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.</p>	Yes	<p>PARCC presentation for BOE, parents, and community by the superintendent 2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017</p>	
<p>D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:</p>	Yes	<p>Board of Education Agenda – May, 2, 2019 2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017</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
1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes	Board policies are available on the district website 2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017	
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.	Yes	5145.4 Equal Educational Opportunity, Readopted June 16, 2015 4111.1/4211.1 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017 2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017	
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.	Yes	CEP and AAO information is published on the district website 2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017	
4. Investigate and resolve discrimination complaints,	Yes	5131.1 Harassment, Intimidation, and Bullying, Adopted April 19, 2018	

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
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.		4111.1/4211.1 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017 2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017	
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	2018 ESEA Accountability – All targets met 2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017	
6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	September Professional Development Day 2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017	

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
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:19-2.3(b), Career and Technical Education Programs and Standards.		(For County Vocational School Districts Only)	

Table 2: Needs Assessment, Staff Development and Classroom Practices

II. Staff Development And Training ● 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			

II. Staff Development And Training <ul style="list-style-type: none"> 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
or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year , as follows:			
1. To all certificated (administrative and professional) staff.	Yes	PARCC presentation for parents and community HIB training for all staff members 4231/4231.1 Staff Development;inservice education/visitations/conferences Readopted June 16, 2015 Approved on June 15, 2017 2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017	
2. To all non-certificated (non-professional) staff.	Yes	HIB training for all staff members 4231/4231.1 Staff Development;inservice education/visitations/conferences Readopted June 16, 2015 Approved on June 15, 2017 2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017	

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>	Yes	<p>6122 Articulation, Readopted June 16, 2015 6140 Curriculum Adoption, Readopted June 16, 2015, Board of Education Approved June 15, 2017 6141 Curriculum Design/Development, Readopted June 16, 2015, Board of Education Approved June 15, 2017</p>	
<p>a. School climate and culture, safe and positive learning environment.</p>	Yes	<p>6122 Articulation, Readopted June 16, 2015 6140 Curriculum Adoption, Readopted June 16, 2015, Board of Education Approved June 15, 2017</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
		6141 Curriculum Design/Development, Readopted June 16, 2015, Board of Education Approved June 15, 2017	
b. Courses of study, including Physical Education	Yes	6122 Articulation, Readopted June 16, 2015 6140 Curriculum Adoption, Readopted June 16, 2015, Board of Education Approved June 15, 2017 6141 Curriculum Design/Development, Readopted June 16, 2015, Board of Education Approved June 15, 2017	
c. Library materials/Instructional materials and strategies	Yes	6122 Articulation, Readopted June 16, 2015 6140 Curriculum Adoption, Readopted June 16, 2015, Board of Education Approved June 15, 2017 6141 Curriculum Design/Development, Readopted June 16, 2015, Board of Education Approved June 15, 2017	
d. Technology/software and audio-visual materials	Yes	6122 Articulation, Readopted June 16, 2015 6140 Curriculum Adoption, Readopted June 16, 2015, Board of Education Approved June 15, 2017 6141 Curriculum Design/Development, Readopted June 16, 2015, Board of Education Approved June 15, 2017	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	Yes	6122 Articulation, Readopted June 16, 2015 6140 Curriculum Adoption, Readopted June 16, 2015, Board of Education Approved June 15, 2017 6141 Curriculum Design/Development, Readopted June 16, 2015, Board of Education Approved June 15, 2017	
f. Extra-curricular programs and activities	Yes	6122 Articulation, Readopted June 16, 2015 6140 Curriculum Adoption, Readopted June 16, 2015, Board of Education Approved June 15, 2017	

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
		6141 Curriculum Design/Development, Readopted June 16, 2015, Board of Education Approved June 15, 2017	
g. Tests and other assessments	Yes	6122 Articulation, Readopted June 16, 2015 6140 Curriculum Adoption, Readopted June 16, 2015, Board of Education Approved June 15, 2017 6141 Curriculum Design/Development, Readopted June 16, 2015, Board of Education Approved June 15, 2017	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	6122 Articulation, Readopted June 16, 2015 6140 Curriculum Adoption, Readopted June 16, 2015, Board of Education Approved June 15, 2017 6141 Curriculum Design/Development, Readopted June 16, 2015, Board of Education Approved June 15, 2017	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	Northern Valley Curriculum Center Curriculum Guides 6141 Curriculum Design/Development, Readopted June 16, 2015, Board of Education Approved June 15, 2017 6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	
3. Ensure that instruction on African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	Yes	Northern Valley Curriculum Center Curriculum Guides 6141 Curriculum Design/Development, Readopted June 16, 2015, Board of Education Approved June 15, 2017	

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		6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	
4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)	Yes	Northern Valley Curriculum Center Curriculum Guides 6141 Curriculum Design/Development, Readopted June 16, 2015, Board of Education Approved June 15, 2017 6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	
<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>	Yes	<p>5145.4 Equal Educational Opportunity, Readopted June 16, 2015</p> <p>6141 Curriculum Design/Development, Readopted June 16, 2015, Board of Education Approved June 15, 2017</p> <p>6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017</p> <p>6171.4 Special Education, Adopted April 19, 2018</p> <p>7110 Long Range Facilities Planning, Readopted June 16, 2015</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
1. Ensure equal and barrier-free access to all school and classroom facilities.	Yes	7110 Long Range Facilities Planning, Readopted June 16, 2015	
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.	Yes	7110 Long Range Facilities Planning, Readopted June 16, 2015 6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	
3. Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	7110 Long Range Facilities Planning, Readopted June 16, 2015 6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	
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.	Yes	7110 Long Range Facilities Planning, Readopted June 16, 2015 6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	

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
a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	6171.2 Gifted and Talented, Readopted June 16, 2015, Board of Education Approved June 15, 2017	
b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	5131 Conduct/Discipline, Adopted April 19, 2018	
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.	Yes	5145.4 Equal Educational Opportunity, Readopted June 16, 2015	
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes	5145.4 Equal Educational Opportunity, Readopted June 16, 2015	

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
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	Yes	5145.4 Equal Educational Opportunity, Readopted June 16, 2015	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	5111 Admission, Readopted June 16, 2015	
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	6142.2 English as a Second Language: Bilingual Program, Readopted June 16, 2015, Board of Education Approved June 15, 2017	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	6171.4 Special Education, Adopted April 19, 2018	
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.	Yes	6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	
8. Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent	Yes	6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	

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
instruction is provided the students, if not permitted to attend school by a doctor.			
<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>	Yes	<p>6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017</p> <p>6164.2 Guidance Services, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017</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>	Yes	<p>6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017</p> <p>6164.2 Guidance Services, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017</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>	Yes	<p>6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017</p> <p>6142.12 Career and Technical Education, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017</p>	
<p>3. Guidance counselors are using bias-free materials.</p>	Yes	<p>6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017</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
		6164.2 Guidance Services, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	
<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> <ol style="list-style-type: none"> 1. All instructional activities are equitable and are co-educational. 	Yes	<p>5145.4 Equal Educational Opportunity, Readopted June 16, 2015</p> <p>6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017</p>	
<p>E. Equality and Equity in Athletic Programs</p> <ul style="list-style-type: none"> • Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 <p>Ensure that the district, charter and renaissance school project’s Athletic Program accomplishes the following:</p>		<p>Stipend Positions for all categories</p> <p>5145.4 Equal Educational Opportunity, Readopted June 16, 2015</p> <p>6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017</p>	
<ol style="list-style-type: none"> 1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students. 	Yes	<p>Stipend Positions for all categories</p> <p>5145.4 Equal Educational Opportunity, Readopted June 16, 2015</p> <p>6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017</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
2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	Team schedules 5145.4 Equal Educational Opportunity, Readopted June 16, 2015 6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	Stipend positions with salary guide negotiated with the CEA 5145.4 Equal Educational Opportunity, Readopted June 16, 2015 6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	
4. Provides comparable facilities for male and female teams.	Yes	Same facilities and fields used for all sports 5145.4 Equal Educational Opportunity, Readopted June 16, 2015 6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017	

Table 4: Needs Assessment, Employment/Contract Practices

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	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 non-certificated staff and within every category of employment, including administration.</p>	Yes	<p>5145.4 Equal Educational Opportunity, Readopted June 16, 2015 6121 Nondiscrimination/Affirmative Action, Readopted June 16, 2015 and Board of Education Approved on June 15, 2017 2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017</p>	
<p>2. Target recruiting practices for under-represented populations in every category of employment.</p>	Yes	<p>4111 Recruitment, Selection and Hiring, Approved July 26, 2018 4211 Recruitment, Selection and Hiring, Approved July 26, 2018</p>	
<p>3. Ensure that the district, charter and renaissance school project’s employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.</p>	Yes	<p>4111 Recruitment, Selection and Hiring, Approved July 26, 2018 4211 Recruitment, Selection and Hiring, Approved July 26, 2018</p>	
<p>4. Monitor promotions and transfers to ensure non-discrimination.</p>	Yes	<p>4111 Recruitment, Selection and Hiring, Approved July 26, 2018</p>	

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	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
		4211 Recruitment, Selection and Hiring, Approved July 26, 2018	
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.	Yes	4111.1/4211.1 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017	
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.	Yes	2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017 3320 Purchasing Procedures, Readopted June 16, 2015 3327 Relations with Vendors, Readopted June 16, 2015	

IV. Employment/Contract Practices <ul style="list-style-type: none"> N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 	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. 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.	Yes	2224 Nondiscrimination/Affirmative Action, Readopted June 16, 2015, Board of Education approved on July 27, 2017 3320 Purchasing Procedures, Readopted June 16, 2015 3327 Relations with Vendors, Readopted June 16, 2015	