Bayonne Public School District



Comprehensive Equity Plan

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: Hudson

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

Address:669 Avenue A

Affirmative Action Office (AAO): Thomas Fogu Telephone #:201-858-5847

AAO Email: tfogu@bboed.org

Alternate Contact Person: Kenneth Kopacz Telephone #:201-858-5830

Title: Deputy Superintendent

Email: kkopacz@bboed.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: John Riesz, Superintendent of Schools

Signature: 

Date: 6/3/25

RESOLUTION # B 22

BOARD OF EDUCATION OF THE CITY OF BAYONNE
HUDSON, COUNTY, NEW JERSEY

WHEREAS, the Bayonne Board of Education appoints the Affirmative Action Officers for the 2025-2026 school year for Personnel, Contract, School and Classroom Practices and 504 Transition Plan. The appointees are:

1. Thomas Fogu, Affirmative Action Officer for Personnel, Office of the Assistant Superintendent of Personnel, Administration Building, 669 Avenue A, Bayonne, New Jersey, 201-858-5847;

2. Dr. Dennis Degnan, Affirmative Action Officer for School and Classroom Practices, Office of the Assistant Superintendent for Curriculum and Instruction, Administration Building, 669 Avenue A, Bayonne, New Jersey, 201-858-5826;

3. Jennifer Vecchiarelli, 504 Officer, Assistant Superintendent of Special Services, Administration Building, 669 Avenue A, Bayonne, New Jersey, 201-858-5870;

4. Daniel Castles, Public Agency Compliance Officer, Office of the School Business Administrator, Administration Building, 669 Avenue A, Bayonne, New Jersey, 201-858-5560;

I, DANIEL CASTLES Secretary of the Board of Education of the City of Bayonne, County of Hudson, DO HEREBY CERTIFY, that the foregoing resolution was adopted at a meeting of the Board of Education of the City of Bayonne, County of Hudson, held JUNE 10th 2025

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Board of Education of the City of Bayonne, County of Hudson, this 10th day of JUNE 2025

School Board Secretary Signature

ADOPTED AT BOARD MEETING HELD JUNE 10, 2025

RESOLUTION # B16

BAYONNE BOARD OF EDUCATION CITY OF BAYONNE
HUDSON COUNTY, NEW JERSEY

WHEREAS, the Bayonne School District is committed to ensuring equity, diversity, and inclusion within all aspects of its educational programs, policies, and practices; and

WHEREAS, the Board of Education recognizes the importance of compliance with state and federal affirmative action requirements and the need to promote equitable access and opportunities for all students and staff; and

WHEREAS, in accordance with the New Jersey Department of Education requirements, school districts must periodically conduct a needs assessment and develop a Comprehensive Equity Plan (CEP) to address identified gaps and ensure adherence to equity standards; and

WHEREAS, the Board of Education acknowledges the role of the Affirmative Action Team (AAT) in assessing district policies, practices, and data to identify disparities and recommend corrective actions; and

WHEREAS, the development of a CEP will facilitate the implementation of strategies and initiatives that promote fairness, inclusion, and compliance with legal and ethical obligations;

NOW, THEREFORE, BE IT RESOLVED that the Bayonne Board of Education hereby authorizes the Affirmative Action Team listed on Appendix A to:

1. Conduct a comprehensive needs assessment to evaluate the district's policies, procedures, curriculum, staffing, and student achievement data as they relate to equity and inclusion;
2. Identify areas of improvement and recommend corrective actions to address disparities;
3. Engage stakeholders, including students, parents, faculty, and community members, to gather input and perspectives;
4. Develop a Comprehensive Equity Plan (CEP) outlining goals, strategies, and timelines for implementation; and
5. Present the findings and proposed CEP to the Board of Education for review and approval.

BE IT FURTHER RESOLVED that the Board of Education directs the Superintendent and other necessary administrative personnel to provide full cooperation and support to the Affirmative Action Team in completing this critical work.

I, DANIEL CASTLES **Secretary of the Board of Education of the City of Bayonne, County of Hudson, DO HEREBY CERTIFY. that the foregoing resolution was adopted at a meeting of the Board of Education of the City of Bayonne, County of Hudson, held** FEBRUARY 25th 2025
IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Board of Education of the City of Bayonne, County of Hudson, this 25th **day of** FEBRUARY **2** 025.

School Board Secretary Signature _____

ADOPTED AT BOARD MEETING HELD February 25th, 2025

RESOLUTION # B26

BOARD OF EDUCATION OF THE CITY OF BAYONNE
HUDSON COUNTY, NEW JERSEY

WHEREAS, according to N.J.A.C. 6A:7, Managing Equity in Education, all school districts, including charter schools and Renaissance school projects, are mandated to develop a three-year Comprehensive Equity Plan (CEP),

WHEREAS, the responsibility of each board of education and board of trustees of every public school district, charter school, and Renaissance school project in New Jersey is to identify and correct all discriminatory and inequitable policies, programs, practices, and conditions within or affecting schools,

BE IT HEREBY RESOLVED, that the Board of Education approves the submission of the proposed Comprehensive Equity Plan Statement of Assurance to the County Office of Education for the school years 2025-2028.

ADOPTED AT BOARD MEETING HELD MAY 20, 2025

Office of the Assistant Superintendent of Schools of Personnel

I. DANIEL CASTRO Secretary of the Board of Education of the City of Bayonne, County of Hudson, DO HEREBY CERTIFY, that the foregoing resolution was adopted at a meeting of the Board of Education of the City of Bayonne, County of Hudson, held MAY 20th 2025.
IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the corporate seal of the Board of Education of the City of Bayonne, County of Hudson, this 20th day of MAY 2025.

School Board Secretary Signature _____

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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
Thomas Fogu	Affirmative Action Officer/Assistant Superintendent Of Personnel		
John Niesz	Superintendent of Schools		
Dr. Wachera Ragland-Brown	Chief Academic Officer		
Melissa Godesky Rodriguez	SEPAC/Trustee/Parent		
Dr. Karee McAndrew	Director of Technology		
Juana Saborido	Assistant Supervisor of World Language		
James Turner	Assistant Supervisor of Special Services		
Dr. Karen Fiermonte	PK-8 Principal		
Monique Bullock	PK-8 Principal		
Lecia Cheatham-Nichols	Vice Principal		
Gene Woods	BEA President		

Name	Title	Grade Level (If applicable)	Signature
Irene Pyke	Teacher	9-12	
Jennie David	Teacher	9-12	
Rodolfo Morel	Teacher	ESL	
Sherif Asham	Teacher	9-12	
Shawn Ramsey	Counselor	9-12	
Donald Byrd	Consultant		

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**	Board policy 1523 - Comprehensive Equity Plan dated 7-28-97; revised 6/18/24 Board Policy & Regulation 1550- Equal Employment/Anti-Discrimination Practices dated 7-28-97, revised 6/18/24 Board Policy and Regulation 2260 - Affirmative Action Program for School for School and Classroom practices dated 7-28-97, Revised 6/18/24 Board policy and regulation 5750- Equal Ed opportunity dated 7-28-97, revised 6/18/24 Board policy 1140 - Affirmative Action Program dated 3-24-2011; revised 6/18/24	

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).	**Yes**	Board policy 1523 - Comprehensive Equity Plan dated 7-28-97; revised 6/18/24 Board policy 1140 - Affirmative Action Program dated 3-24-2011; revised 11-30-2016, Revised 6/18/24 Board Policy & Regulation #2415 Every Student Succeeds Act dated 7-28-1997 revised 9-30-2022 Board Policy & Regulation #1510 Americans With Disabilities Act dated 7-28-1997 revised 10-19-2017 Board Policy & Regulation #1550 - Affirmative Action/Anti-Discrimination Practices dated 7-28-1997 revised 5-30-2018 - Revised 6/18/24 Board Policy & Regulation Affirmative Action Program for School & Classroom Practices #2260 dated 7-28-1997 revised 11-30-2016 Revised 6/18/24 Board Policy & Regulation Equal Education Opportunity #5750 dated 7-28-1997 revised 11-30-2016 - Revised 6/18/24	
Provide equitable treatment for pregnant and married students	**Yes**	Board Policy 2416 - Programs for Pregnant Pupils dated 7-28-97 Revised 4/05 Board Policy 2416.01 - Postnatal Accommodations for Students dated 5-24-22 Board Policy & Regulation 5752 - Marital Status & Pregnancy adopted 7-28-97 Revised 4/05	

Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c122).	**Yes**	Board Policy 1523 - Comprehensive Equity Plan adopted 7/28/1997; Edited 2/2024 Board Policy 5512 - Harassment, Intimidation, & Bullying - Dated Created; March 1987 Adopted 4/28/03; Revised 8/29/2018 Revised 4/29/25 Board Policy 5751 - Sexual Harassment Adopted 7/28/1997 Edited 10/2021 Board Policy 3362 - SEXUAL HARASSMENT (M) Date Created: March 1987 Date Edited: January 1994 Board Policy 3351 - HEALTHY WORKPLACE ENVIRONMENT Date Created: January 2010 Date Edited: January 2010 Board Policy 8461 - REPORTING VIOLENCE, VANDALISM, HARASSMENT, INTIMIDATION, BULLYING, ALCOHOL, AND OTHER DRUG OFFENSES (M) Section: Operations. Date Created: March 1987. Date Edited: January 2019	

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	Board policy 1523 - Comprehensive Equity Plan dated 7-28-97; revised 11-30-16 Revised 6/18/24 Board policy 1140 - Affirmative Action Program dated 3-24-2011; revised 11-30-2016 Revised 6/18/24	

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
		Board Policy & Regulation #1510 Americans With Disabilities Act dated 7-28-1997 revised 10-19-2017	
Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	Board policy 1523 - Comprehensive Equity Plan dated 7-28-97; revised 11-30-16 Revised 6/18/24 Board policy 1140 - Affirmative Action Program dated 3-24-2011; revised 11-30-2016, Revised 6/18/24 Board policy 3240 - Professional Development for Teachers and School Leaders dated 3-27-08; revised 10-19-17 Principal Meeting Agendas	
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 NJQSAC. Charter and renaissance school projects will report annual progress in the NJDOE, Office of Charter and Renaissance Schools Annual Report.	Yes	Board policy 1523 - Comprehensive Equity Plan dated 7-28-97; revised 11-30-16 Revised 6/18/24 Board policy 1140 - Affirmative Action Program dated 3-24-2011; revised 11-30-2016 Revised 6/18/24	

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
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 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.	Yes	The Superintendent reviews the federal annual school profile reports with all principals and directors. The Office of Assessment disseminates all disaggregated data to building principals. SchoolData Teams analyze and create action plans to address underperforming students. The Assistant Superintendent presents district performance data to the Board of Education and all stakeholders at the September public meeting. All elementary schools create an annual student plan. • Annual School Plans • Individual SchoolAction Plans • Student Learning Plans • Board of Education NJSLA Presentation • NJSLA On Demand Reports • NJSLA Evidence Tables • Board Minutes • Resolutions • Board Policy 2415.01 Adopted July 28, 1997 Revised 8/30/25 • Board Policy 2415 Adopted July 28, 1997 Revised 8/30/25 • Board Regulation 2418 Adopted October 19, 2017 • Board Regulation 2461.01 - .12 Adopted June 23, 2011 Revised 5/24/22 • ESEA Stakeholders Meeting March 26, 2025 Board policy 5755 Equity in educational programs and services dated July 28, 1997 Revised November 30, 2016, all schools have a designated data team which analyzes data pertaining to that specific school. Data analyzed includes, not limited to, limited proficiency, special education, student suspensions, child study team referrals. Board Policy 2622 - STUDENT ASSESSMENT (M) : Adopted July 28, 1997 Revised: 3/15/22	

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
		Board Policy 2414 - Programs and Services for Students in High Poverty Need School Districts Date Created: July 1991. Adopted 7/28/97 Date Edited: June 2016 Board Policy 9110 - Quality Assurance Annual Report Adopted: 28 July 1997 Revised: 23 November 2004	

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	Board policy 1523 - Comprehensive Equity Plan dated 7-28-97; revised 11-30-16 Revised 6/18/24 Board policy 1140 - Affirmative Action Program dated 3-24-2011; revised 11-30-2016 Revised 6/18/24 Policy and Regulation 3362 - Sexial Harassment for Professional Staff- dated 7-28-1997 Policy and Regulation 5751 for Pupils dated 7-28-1997; revised 11-30-2021 Board policy 5755 Equity in educational programs and services dated 7/28/97, revised 11/30/16	

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
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, or renaissance school projects equity responsibilities.	Yes	Board policy 1523 - Comprehensive Equity Plan dated 7-28-97; revised 11-30-16 Revised 6/18/24 Board policy 1140 - Affirmative Action Program dated 3-24-2011; revised 11-30-2016 Revised 6/18/24 Board Policy & Regulation Affirmative Action Program for School & Classroom Practices #2260 dated 7-28-1997 revised 11-30-2016 - Revised 6/18/24	
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	Board policy 1140 - Affirmative Action Program dated 3-24-2011; revised 11-30-2016 Revised 6/18/24 Board Policy & Regulation 1550 - Affirmative Action for Employment & Contract Practices / Employment Prace Plan Dates 7-28-97; Revised 6/18/24 Board Policy 2260 - Affirmative Actions Program for School & Classroom Practices dated 7-28-97, Revision 3-24-11; revised 11-30-16 Revised 6/18/24	
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	Board Policy & Regulation 1550 - Affirmative Action Program for Employment and Contract. Practices/Employment Practices Plan - Adopted 7/28/1997; Revisited 5/30/2018 Revised 6/18/24 Board Policy 1550 - EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M)Date Created: August 1992. Date Edited: February 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
		Board Policy & Regulation 2260 - Affirmative Action Program for School and Classroom Practices - Adopted 7/28/1997; Revisited 11/30/2016 Revised 6/18/25 Board policy 1140 - Affirmative Action Program dated 3-24-2011; revised 11-30-2016, Revised 6/18/24	
Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap.	Yes	Board policy 1523 - Comprehensive Equity Plan dated 7-28-97; revised 11-30-16 Revised 6/18/24 Board policy 1140 - Affirmative Action Program dated 3-24-2011; revised 11-30-2016 Revised 6/18/24 Policy Regulation 1530- Equal Employment Opportunity- Adopted 7-28-1997; Revised 11-30-2016 Revised 6/18/24 Board Policy & Regulation 2260 - Affirmative Actions Program for School & Classroom Practices dated 7-28-97, Revision 3-24-11; revised 11-30-16 Revised 6/18/24 Board Policy & Regulation Equal Education Opportunity #5750 dated 7-28-1997 revised 6/18/24 Board policy 5755 Equity in educational programs and services dated 7-28-97, revised 11-30-2016	
Authorize the AAO to conduct yearly equity training for all staff.	Yes	Board Policy & Regulation Affirmative Action Program for School & Classroom Practices #2260 dated 7-28-1997 revised 11-30-2016 - Revised 6/18/25	

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
		Board policy 1140 - Affirmative Action Program dated 3-24-2011; revised 11-30-2016 Revised 6/18/25	
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 district website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.	N/A	(For County Vocational School Districts Only)	

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 certified (administrative and professional) staff.	YES	Policy & Regulation 3240- Certificated Staff Development and Training; Adopted 27 March 2008; Revised 10-19-2017	
All non-certificated (non-professional) staff	YES	Policy & Regulation 4240-Non- Certificated Staff Development and Training; Adopted 28 July 1997 Revised 3/27/24	

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	Policy 5750-Equal Educational Opportunity; Adopted 7-28-97; Revised 11-30-16 Annual Inspection Revised 6/18/24 Regulation 5750-Equal Educational Opportunity; Adopted 7-28-97	
Courses of study, including Physical Education	Yes	Policy 5750-Equal Educational Opportunity; Adopted 7-28-97; Revised 11-30-16 Annual Inspection Revised 6/18/24 Regulation 5750-Equal Educational Opportunity; Adopted 7-28-97	
Library materials/Instructional materials and strategies	Yes	Policy 5750-Equal Educational Opportunity; Adopted 7-28-97; Revised 11-30-16 Annual Inspection Revised 6/18/24 Regulation 5750-Equal Educational Opportunity; Adopted 7-28-97	

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
Technology/software and audio-visual materials	Yes	Policy 5750-Equal Educational Opportunity; Adopted 7-28-97; Revised 11-30-16 Annual Inspection Revised 6/18/24 Regulation 5750-Equal Educational Opportunity; Adopted 7-28-97	
Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, and grievance procedures.	Yes	Policy 5750-Equal Educational Opportunity; Adopted 7-28-97; Revised 11-30-16 Annual Inspection Revised 6/18/24 Regulation 5750-Equal Educational Opportunity; Adopted 7-28-97	
Extra-curricular activities and programs	Yes	Policy 5750-Equal Educational Opportunity; Adopted 7-28-97; Revised 11-30-16 Annual Inspection Revised 6/18/24 Regulation 5750-Equal Educational Opportunity; Adopted 7-28-97	
Tests and other assessments	Yes	Policy 5750-Equal Educational Opportunity; Adopted 7-28-97; Revised 11-30-16 Annual Inspection Revised 6/18/24 Regulation 5750-Equal Educational Opportunity; Adopted 7-28-97	
Reduction and/or prevention of under representation of minority, female and male students in all classes, activities and programs.	Yes	Policy 5750-Equal Educational Opportunity; Adopted 7-28-97; Revised 11-30-16 Annual Inspection Revised 6/18/24 Regulation 5750-Equal Educational Opportunity; Adopted 7-28-97	

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	Policy 5750-Equal Educational Opportunity; Adopted 7-28-97; Revised 11-30-16 Annual Inspection Revised 6/18/24 Regulation 5750-Equal Educational Opportunity; Adopted 7-28-97	
Ensure the Amistad Commission Curriculum is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	Yes	Policy 5750-Equal Educational Opportunity; Adopted 7-28-97; Revised 11-30-16 Annual Inspection Revised 6/18/24 Regulation 5750-Equal Educational Opportunity; Adopted 7-28-97	
Ensure the Commission on Holocaust Education curriculum for elementary and secondary school students, as developmentally appropriate. (N.J.S.A. 18A:35-28)	Yes	Policy 5750-Equal Educational Opportunity; Adopted 7-28-97; Revised 11-30-16 Annual Inspection Revised 6/18/24 Regulation 5750-Equal Educational Opportunity; Adopted 7-28-97	
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).	Yes	Policy & Regulation 2260- Affirmative Action Program for School & Classroom; Adopted 7-28-97; Revised 6/18/24 Policy 5750-Equal Educational Opportunity; Adopted 7-28-97; Revised 6/18/24 Regulation 5750-Equal Educational Opportunity; Adopted 7-28-97; Revised 11-30-16 Policy 5752 Marital Status and Pregnancy; Adopted 7-28-17 Revised 4/05 Policy 5756 Transgender Students; Adopted 8-23-17; Revised 8/17 Policy 5843 Religious exercise by students; Adopted 2-25-10 Revised 3/27/24	

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	Policy & Regulation 1510 Rights of Persons with Disabilities: on 7/28/97 & revised on 3/27/24 Annual Inspection	
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	Policy & Regulation 1523 Multi-year Equity Plan: ON 7/28/97 Revised 6/18/24 Policy & Regulation 1550 Affirmative Action Program for Employment and Contract Policies: ON 7/28/97 Revised 6/18/24 Policy & Regulation 2260 Affirmative Action Program: ON 7/28/97 & revised 6/18/24	
Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	YES	Policy & Regulation 1523 Multi-year Equity Plan: ON 11/30/16 Revised 6/18/24 Policy & Regulation 1550 Affirmative Action Program for Employment and Contract Policies: ON 7/28/97 Revised 6/18/24	

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
		Policy & Regulation 2260 Affirmative Action Program: ON 7/28/97 Revised 6/18/24 Policy & Regulation 5750 Equal Education Plan: ON 7/28/97 Revised 6/18/25	
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.	YES	Policy & Regulation 2260 Affirmative Action Program: ON 7/28/97 Revised 6/18/24	

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	2260- Affirmative Action Program for School & Classroom Practices Adopted 7/28/97 & Revised 6/18/24	
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	YES	Policy & Regulation 5512 Harassment, Intimidation or Bullying: ON 04/28/2003 & Revised 3/27/24	
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	Policy & Regulation 2361 Acceptable Use of Computers: ON 7/28/97 & revised 7/21/24 Policy 2421 Career and Technical Education: ON 7/28/97	
Ensure that all multilingual learners have equal and bias-free access to all school activities and programs.	YES	Policy & Regulation 2423 Bilingual and ESL Education: ON 7/28/97 & revised on 08/23/17 &REVISED: 3/27/24	
Ensure that all students with disabilities have equal and bias-free access to all school activities and programs.	YES	Policy & Regulation 2260 Affirmative Action Program: ON 7/28/97 Revised 6/18/24	
Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	Policy 5111 Eligibility of Resident/Non-Resident ON Adopted 7/28/97 Revised 3/27/24	

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	Policy & Regulation 2423 Bilingual and ESL Education: ON 7/28/97 & revised on 1/23/24	
Utilize bias-free measures for determining the special needs of students with disabilities.	YES	Policy & Regulation 2460 Special Education: ON 7/28/97 & revised on 3/27/24 Policy & Regulation 2460 Special Education: ON 7/28/97 & revised on 3/27/24 Policy & Regulation 2460 Special Education: ON 7/28/97 & revised on 3/27/24 Policy 1523 Multi-Year Equity Plan: ON 7/28/97 & revised on 3/27/24	
Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including multilingual learners.	YES	Policy & Regulation 2260: 7/28/97 & revised on 2/16/24 Policy & Regulation 1523 Multi-Year Equity Plan: 7/28/97 & revised on 11/30/16 Policy & Regulation 2414 Programs for Pupils at Risk: 7/28/97 Policy & Regulation 2415 Every Students Succeeds: 7/28/97 & revised on 3/27/24	
Ensure that all pregnant students are permitted to remain in the regular school activities and programs. Ensure that equivalent instruction is	YES	Policy 2416 Programs for Pregnant Pupils: Revised 3/27 Policy & Regulation 5752 Marital Status and Pregnancy: 7/28/97	

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
provided to the students, if not permitted to attend school by a doctor.			

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	Program Policy 2411 - Guidance Counseling Adopted July 28, 1997; Revised 6/18/24	
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	Program Policy 2421 - Career and Technical Education Adopted July 28, 1997; Revised 3/27/24	
Guidance counselors are using bias-free materials.	Yes	Program Policy 2411 - Guidance Counseling Adopted July 28, 1997; Revised 6/18/24	

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	Program Policy 2260 - Affirmative Action Program for School and Classroom Practices Adopted July 28, 1997, Revised 6/18/24	

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	Program Policy 2260 - Affirmative Action Program for School and Classroom Practices, Adopted July 28, 1997, Revised 6/18/24	
Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	Program Policy 2260 - Affirmative Action Program for School and Classroom Practices, Adopted July 28, 1997, Revised 6/18/24	
Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	Program Policy 2260 - Affirmative Action Program for School and Classroom Practices, Adopted July 28, 1997, Revised 6/18/24 Policy 5755 - Equality in Programs and Services	

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
		Adopted July 28, 1997, Revised 6/18/24	
Provides comparable facilities for male and female teams.	Yes	Program Policy 2260 - Affirmative Action Program for School and Classroom Practices. Adopted July 28, 1997, Revised November 30, 2016 Policy 5755-Equity in Programs and Services Adopted- 7-28-1997; revised 6/18/24	