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DEPARTMENT OF EDUCATION  
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COMMISSIONER

NANCY H. GARTENBERG, ED.D.  
EXECUTIVE COUNTY SUPERINTENDENT

6/30/2025

Mr. Christopher Milde, Board President  
Roxbury Township School District  
42 N Hillside Ave  
Succasunna, NJ 07867

Dear President Milde,

This letter confirms receipt of the district's Comprehensive Equity Plan (CEP) submitted on 6/13/2025 in accordance with N.J.A.C. 6A:7-1.4(c).

The following information required for submission of the CEP has been reviewed:

- Statement of Assurance for the Three-Year Plan (Appendix D)
- Board Resolution appointing the Affirmative Action Officer
- Board Resolution authorizing the Affirmative Action Team to conduct the needs assessment and develop a CEP
- Board Resolution authorizing the submission of the proposed CEP
- List of Affirmative Action Team members with signatures (Appendix A)
- District, Charter School and Renaissance School Needs Assessment (Appendix B)
- Comprehensive Equity Plan Corrective Action forms, if applicable (Appendix C)

The district's CEP for the school years 2025-2026 through 2027-2028 is certified as complete. Pursuant to N.J.A.C. 6A:7-1.8(d) the district must implement the plan within sixty (60) days of this certification letter. If you have any questions or concerns, please contact the County Office of Education.

Sincerely,

Nancy H. Gartenberg, Ed.D.  
Executive County Superintendent

cc: Superintendent Francis Santora

# 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: Morris County

Name of School District/Charter School/Renaissance School Project: Roxbury Public Schools

Address: 42 N. Hillside Ave, Succasunna, NJ 07876

Affirmative Action Officer (AAO): Lisa Ferrare

Telephone #: 973-584-6099

AAO Email: lferrare@roxbury.org

Alternate Contact Person: Frank Santora

Telephone #: 973-584-6867

Title: Superintendent of Schools

Email: fsantora@roxbury.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: Dr. Frank Santora – Superintendent of Schools

Signature:



Date: June 6, 2025

APPOINTMENT - 504 COMPLIANCE OFFICER

- \*28. RESOLVED, that the Roxbury Township Board of Education appoint the Supervisor of Student Support Services as 504 Compliance Officer for the Roxbury School District for the 2025/2026 school year.

APPOINTMENT – CHILD PROTECTION AND PERMANENCY (CP&P)/HOMELESS LIAISON

- \*29. RESOLVED, that the Roxbury Township Board of Education appoint the Assistant Business Administrator as Child Protection and Permanency (CP&P)/Homeless Liaison for the 2025/2026 school year.

APPOINTMENT – AFFIRMATIVE ACTION OFFICERS

- \*30. RESOLVED, that the Roxbury Township Board of Education appoint the Human Resources Director and/or an Administrative Designee as Affirmative Action Officers for the 2025/2026 school year, and for the purpose of the Multi-Year Equity Plan.

APPOINTMENT - SCHOOL SAFETY SPECIALIST

- \*31. RESOLVED, that the Roxbury Township Board of Education appoint its Director of Security as the School Safety Specialist for the Roxbury School District for the 2025/2026 school year.

APPOINTMENT – SAFETY AND HEALTH DESIGNEE

- \*32. RESOLVED, that the Roxbury Township Board of Education appoint the Nurse Coordinator as Safety and Health Designee for the Roxbury School District for the 2025/2026 school year.

APPOINTMENT – DRUG FREE SCHOOLS OFFICERS

- \*33. RESOLVED, that the Roxbury Township Board of Education appoint the Student Assistance Counselor at Roxbury High School and the Student Assistance Counselor at Eisenhower Middle School as Drug Free Schools Officers for the 2025/2026 school year.

APPOINTMENT - TITLE IX COORDINATOR

- \*34. RESOLVED, that the Roxbury Township Board of Education appoint the Human Resources Director as the Title IX Coordinator for the Roxbury School District for the 2025/2026 school year.

APPOINTMENT - HARASSMENT, INTIMIDATION & BULLYING (HIB) COORDINATOR

- \*35. RESOLVED, that the Roxbury Township Board of Education appoint the Supervisor of Student Support Services as the Harassment, Intimidation & Bullying (HIB) Coordinator for the Roxbury School District for the 2025/2026 school year.

7598104668	Lenape Valley Board of Education	\$2,750.00	11/20/24-6/30/25
6535675502	Lenape Valley Board of Education	\$31,333.00	11/20/24-6/30/25

**TUITION STUDENTS - 2024/2025**

- \*6. RESOLVED, that the Roxbury Township Board of Education approve the following tuition contract agreements for the 2024/2025 school year and/or extended school year.

State ID	Sending District	Program	Total	Dates
7606184309	Manville Board of Education	GenEd	\$23,040.00	8/28/24-6/30/25
9327848348	Paterson Public School District	BD	\$14,049.90	7/8/24-8/19/24
9327848348	Paterson Public School District	BD	\$86,172.75	8/28/24-10/1/25
4501456414	Paterson Public School District	GenEd	\$21,559.00	8/28/24-6/30/25
2375262391	Parsippany-Troy Hills Board of Education	GenEd	\$9,718.08	8/28/24-2/3/25
8502669704	State of NJ Department of Children and Families	MD	\$87,651.00	8/28/24-6/30/25
7976198194	Warren Hills Board of Education	BD	\$12,151.04	2/24/25-6/30/25

**TUITION STUDENTS**

- \*7. RESOLVED, that the Roxbury Township Board of Education approve the following tuition contract agreements for the school year and/or extended school year listed below.

State ID	Sending District	Program	Total	School Year
9327848348	State of NJ Department of Children and Families	GenEd	\$98,291.05	2021/2022 2022/2023 2023/2024
4501456414	State of NJ Department of Children and Families	GenEd	\$48,978.05	2021/2022 2022/2023 2023/2024

**APPROVAL OF SENIOR OPTION AND INDEPENDENT STUDY PROJECTS - RHS**

- \*8 RESOLVED, that the Roxbury Township Board of Education accepts the Senior Option Projects for the classes at Roxbury High School listed below to be completed in the 2024/2025 school year.

Student	Research Focus	Credits
207166	Cybersecurity (Semester 2)	2.5
211710	Lab Assistant of Biological Sciences	4.0

**COMPREHENSIVE EQUITY PLAN**

- \*9. RESOLVED, that the Roxbury Township Board of Education approve the school district's Affirmative Action Team to develop and conduct an assessment of the school district's needs for achieving equity in educational programs, as per Policy 1523- Comprehensive Equity Plan. This is in preparation for the district's submission of its Comprehensive Equity Plan for School Years 2025-2026, 2026-2027, and 2027-2028 to the Morris County Office of Education.

**C. Personnel (Resolutions 1-20)**

Total hours served shall not exceed twenty (20) hours per staff member. Compensation for said hours is to be at a rate of \$37.00 per hour in accordance with REA contract Article XXV.

HOME INSTRUCTION

\*32. RESOLVED, that the following staff members be approved to provide home instruction on an as-needed and as-requested basis. These instructors hold appropriate NJ teaching certifications and have completed a background check, as required by State law.

	<i>Staff</i>	<i>Start Date</i>	<i>End Date</i>	<i>Hourly Rate</i>
1	Any full-time employee of the Roxbury School district who is a certified instructor	7/1/25	6/30/26	\$35.00

COMPREHENSIVE EQUITY PLAN

\*33. RESOLVED, that in accordance with the Superintendent's recommendation, the Comprehensive Equity Plan for Academic Years 2025/2026, 2026/2027, and 2027/2028 be approved for submission to the Executive County Superintendent's Office.

COMMUNITY SCHOOL

34. RESOLVED, that the staff listed below be appointed for the 2024/2025 Roxbury Community School Programs. All expenses will be paid from collected tuition and employment is dependent upon sufficient enrollment.

	<i>Name</i>	<i>Loc</i>	<i>Title</i>	<i>Hourly Rate</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
1	Brown, Karisa	LRS	Field Hockey Clinic	\$135/Student	6/2/25	6/12/25	Amends 3/17/25, XVI.C.16, Row No. 1.

35. RESOLVED, that the staff listed below be appointed for the 2025/2026 Roxbury Community School Programs. All expenses will be paid from collected tuition and employment is dependent upon sufficient enrollment.

	<i>Name</i>	<i>Loc</i>	<i>Title</i>	<i>Hourly Rate</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
1	Barry, Kenneth	RHS	Applied Music Program	\$30/per half hour	6/30/25	6/5/26	
2	Bednarcik, Sarah	RHS	Applied Music Program	\$30/per half hour	6/30/25	6/5/26	
3	Bream, Samantha	RHS	Applied Music Program	\$30/per half hour	6/30/25	6/5/26	
4	Conrad, Jeffrey	RHS	Applied Music Program	\$30/per half hour	6/30/25	6/5/26	
5	Conrad, Jeffrey	RHS	Applied Music Program	\$250/Instructional Scheduling	6/30/25	6/5/26	
6	Hachey, Patrick	RHS	Applied Music Program	\$30/per half hour	6/30/25	6/5/26	
7	Hachey, Patrick	RHS	Applied Music Program	\$300/Vocal Scheduling	6/30/25	6/5/26	
8	Harrison Calderon, Jessica	RHS	Applied Music Program	\$30/per half hour	6/30/25	6/5/26	
9	Kulick, Lauren	RHS	Applied Music Program	\$30/per half hour	6/30/25	6/5/26	
10	Monaghan, Mark	RHS	Applied Music Program	\$30/per half hour	6/30/25	6/5/26	

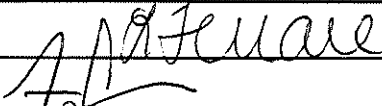
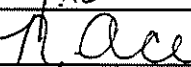


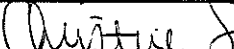
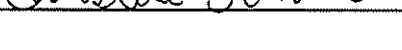
**Appendix A**  
**Affirmative Action Team Form**

## 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
Lisa Ferrare	Affirmative Action Officer		
Frank Santora	Superintendent of Schools		
Nicole Acevedo	Principal	PK-4	
Stuart Mason	Athletic Director/Supervisor of Health and PE K-12	K-12	
Matthew Mawn	Assistant Principal	9-12	
Christine Seminerio	Director of Special Services	PK-12	

**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	<ul style="list-style-type: none"> <li>● Policy 1140 - Educational Equity Policies/Affirmative Action - 05/13/2024</li> <li>● Policy 1523 – Comprehensive Equity Plan - 05/13/2024</li> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> </ul>	n/a
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	<ul style="list-style-type: none"> <li>● Policy 1140 - Educational Equity Policies/Affirmative Action - 05/13/2024</li> <li>● Policy 1523 – Comprehensive Equity Plan - 05/13/2024</li> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy and Regulation 2520 - Instructional Supplies - 05/23/2023</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● Policy 5841 - Secret Societies - 05/13/2024</li> <li>● Policy 5842 – Equal Access of Student Organizations - 05/13/2024</li> </ul>	n/a
Provide equitable treatment for pregnant and married students	Yes	<ul style="list-style-type: none"> <li>● Policy 2416 – Programs for Pregnant Students - 10/14/2013</li> <li>● Policy 5752 – Marital Status and Pregnancy - 10/14/2013</li> </ul>	n/a
Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c122).	Yes	<ul style="list-style-type: none"> <li>● Policy 1523 – Comprehensive Equity Plan - 05/13/2024</li> <li>● Policy 5512 – Harassment, Intimidation, or Bullying - 08/21/2023</li> <li>● Policy 5541 - Anti-Hazing - 03/14/2022</li> <li>● Policy &amp; Regulation 5751 – Sexual Harassment of Students - 12/13/2021</li> <li>● Policy &amp; Regulation 8461 – Reporting Violence, Vandalism, Harassment, Intimidation, Bullying, Alcohol, Other Drug Offenses - 04/15/2019</li> </ul>	n/a

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
<p>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).</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>● Policy 1140 – Educational Equity Policies/Affirmative Action - 05/13/2024</li> <li>● Policy &amp; Regulation 1510 – Americans With Disabilities Act - 02/13/2017</li> <li>● Policy &amp; Regulation 2418 – Section 504 of the Rehabilitation Act of 1973 - Students - 02/13/2017</li> <li>● Board Appointment - 01/06/2025</li> </ul>	<p>n/a</p>
<p>Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>● Policy 1140 – Educational Equity Policies/Affirmative Action - 05/13/2024</li> <li>● Policy 1523 – Comprehensive Equity Plan - 05/13/2024</li> <li>● Board of Education Meeting Agendas: Education Motions</li> </ul>	<p>n/a</p>
<p>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.</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>● Policy 1140 – Educational Equity Policies/Affirmative Action - 05/13/2024</li> <li>● Policy 1523 – Comprehensive Equity Plan - 05/13/2024</li> <li>● Board Authorization: 02/24/2025</li> </ul>	<p>n/a</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
<p>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.</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>● Policy 1140 – Educational Equity Policies/Affirmative Action - 05/13/2024</li> <li>● Policy and Regulation 2423 - Bilingual Education - 05/13/2024</li> <li>● Policy 2610 – Educational Program Evaluation - 04/15/2019</li> <li>● Policy &amp; Regulation 2622 – Student Assessment - 03/14/2022</li> <li>● Civil Rights Data Collection</li> <li>● District Standardized Testing Data Presentation to the Board of Education - 10/14/2024</li> <li>● Special Education Reports</li> </ul>	<p>n/a</p>

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	<ul style="list-style-type: none"> <li>● Policy 1140 – Educational Equity Policies/Affirmative Action - 05/13/2024</li> <li>● Policy 1523 – Comprehensive Equity Plan - 05/13/2024</li> <li>● Policy 5512 – Harassment, Intimidation, or Bullying - 08/21/2023</li> <li>● District Website Pages: Anti-Bullying; HIB; Policies &amp; Regulations; Affirmative Action</li> </ul>	n/a
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	<ul style="list-style-type: none"> <li>● Policy 1140 – Educational Equity Policies/Affirmative Action - 05/13/2024</li> </ul>	n/a
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	<ul style="list-style-type: none"> <li>● Policy 1140 – Educational Equity Policies/Affirmative Action - 05/13/2024</li> <li>● Policy &amp; Regulation 1510 – Americans With Disabilities Act - 02/13/2017</li> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● District Website - Affirmative Action Page</li> </ul>	n/a
Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based		<ul style="list-style-type: none"> <li>● Policy 1140 – Educational Equity Policies/Affirmative Action - 05/13/2024</li> </ul>	

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
on the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 1510 – Americans With Disabilities Act - 02/13/2017</li> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 2418 – Section 504 of the Rehabilitation Act of 1973 - Students - 02/13/2017</li> <li>● Policy 5512 – Harassment, Intimidation, or Bullying - 08/21/2023</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● Policy &amp; Regulation 5751 – Sexual Harassment of Students - 12/13/2021</li> <li>● District Website Pages: Affirmative Action; Anti-Bullying; HIB</li> <li>● Biannual Student Safety Data System (SSDS) Presentations to the Board of Education</li> </ul>	n/a
Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap.	Yes	<ul style="list-style-type: none"> <li>● Policy 1140 – Educational Equity Policies/Affirmative Action - 05/13/2024</li> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy 2415 – Every Student Succeeds Act - 09/19/2022</li> <li>● Regulation 2415 – Title I Services - 10/14/2013</li> <li>● Policy 2610 – Educational Program Evaluation - 04/15/2019</li> </ul>	n/a
Authorize the AAO to conduct yearly equity training for all staff.	Yes	<ul style="list-style-type: none"> <li>● Policy 1140 – Educational Equity Policies/Affirmative Action - 05/13/2024</li> </ul>	n/a

<b>Board Responsibility</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision</b>	<b>List name of noncompliant school(s) in the district</b>
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.		(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 certificated (administrative and professional) staff.	Yes	<ul style="list-style-type: none"> <li>● Policy 1140 – Educational Equity Policies/Affirmative Action - 05/13/2024</li> <li>● Policy 1523 – Comprehensive Equity Plan - 05/13/2024</li> <li>● Policy &amp; Regulation 3240 – Professional Development for Teachers and School Leaders - 06/26/2017</li> <li>● Board of Education Meeting Agendas - Education Motions</li> <li>● Parent Presentations and Trainings by Staff                             <ul style="list-style-type: none"> <li>○ ELL Nights - ELL Teachers</li> <li>○ Math &amp; Literacy Nights - Elementary Supervisors</li> <li>○ NJLSA Night - Elementary Principals</li> <li>○ Superintendent Coffee Nights - Superintendent</li> <li>○ Parent Focus Group Nights - Supervisor of School Counseling</li> </ul> </li> </ul>	n/a
All non-certificated (non-professional) staff	Yes	<ul style="list-style-type: none"> <li>● Policy 1140 – Educational Equity Policies/Affirmative Action - 05/13/2024</li> <li>● Policy &amp; Regulation 4240 – Employee Training - 10/14/2013</li> </ul>	n/a

**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*

<b>School and Classroom Practices</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision</b>	<b>List name of noncompliant school(s) in the district</b>
School climate and culture, safe and positive learning environment.	Yes	<ul style="list-style-type: none"> <li>● Policy 1140 – Educational Equity Policies/Affirmative Action - 05/13/2024</li> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy 5512 – Harassment, Intimidation, or Bullying - 08/21/2023</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● District Website Page: Academics</li> </ul>	n/a
Courses of study, including Physical Education	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2200 – Curriculum Content - 09/16/2024</li> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> </ul>	n/a

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
		<ul style="list-style-type: none"> <li>● Policy 2422 – Comprehensive Health and Physical Education - 03/20/2023</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● District Website Page: Curriculum; Academies and Special Programs</li> <li>● Peer to Peer Art and Physical Education 9-12</li> </ul>	
Library materials/Instructional materials and strategies	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 2520 – Instructional Supplies - 05/23/2023</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> </ul>	n/a
Technology/software and audio-visual materials	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● 1-1 Device Initiative</li> </ul>	n/a
Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, and grievance procedures.	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 2411 – Guidance Counseling - 05/13/2024</li> <li>● Policy 5512 – Harassment, Intimidation, or Bullying - 08/21/2023</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● Policy 5541 Anti-Hazing - 03/14/2022</li> <li>● District Website Page: School Counseling Curriculum</li> </ul>	n/a

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
		<ul style="list-style-type: none"> <li>● Biannual Student Safety Data System (SSDS) Presentations to the Board of Education</li> </ul>	
Extra-curricular activities and programs	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● Board of Education Agendas - Appointment of Extra Curricular Club &amp; Activity Advisors</li> </ul>	n/a
Tests and other assessments	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy 2428.1 – Standards-Based Instructional Priorities - 05/22/2017</li> <li>● Policy &amp; Regulation 2622 – Student Assessment - 03/14/2022</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● Administration of State Mandated Standardized Tests</li> <li>● LinkIt Implementation and Data</li> <li>● Use of Diagnostic Tools: IXL, Dibels</li> </ul>	n/a
Reduction and/or prevention of under representation of minority, female and male students in all classes, activities and programs.	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> </ul>	n/a

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
<p>Include a multicultural curriculum in the instructional content and practices across the curriculum.</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 2423 – Bilingual Education - 05/13/2024</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● Curriculum Guides</li> <li>● Board of Education Resolutions: Appointment of Curriculum Writers</li> <li>● Postings for Curriculum Writers</li> </ul>	<p>n/a</p>
<p>Ensure the Amistad Commission Curriculum is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy 2422 – Comprehensive Health and Physical Education - 03/20/2023</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● Curriculum Guides</li> </ul>	<p>n/a</p>
<p>Ensure the Commission on Holocaust Education curriculum for elementary and secondary school students, as developmentally appropriate. (N.J.S.A. 18A:35-28)</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● Curriculum Guides</li> </ul>	<p>n/a</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>	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2200 – Curriculum Content - 09/16/2024</li> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● Curriculum Guides</li> </ul>	<p>n/a</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*

<b>School and Classroom Practices</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision</b>	<b>List name of noncompliant school(s) in the district</b>
Ensure equal and barrier-free access to all school and classroom facilities.	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> </ul>	n/a
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	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> </ul>	n/a
Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> </ul>	n/a

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
		<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 7102 – Site Selection and Acquisition - 11/20/2017</li> </ul>	
<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	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● Policy 8110 – Attendance Areas -</li> </ul>	n/a

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	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● District Website Page: Program of Studies</li> </ul>	n/a
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 2460 – Special Education -</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● Safety Team Meeting Agendas</li> <li>● Annual Special Education Report Submission</li> </ul>	n/a
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	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy 2421 – Career and Technical Education - 09/20/2021</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> </ul>	n/a

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 all multilingual learners have equal and bias-free access to all school activities and programs.	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 2423 – Bilingual Education - 05/13/2024</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> </ul>	n/a
Ensure that all students with disabilities have equal and bias-free access to all school activities and programs.	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 1510 – American with Disabilities Act - 02/13/2017</li> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 2460 – Special Education - 05/08/2017</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> </ul>	n/a
Ensure that all schools’ registration procedures are in compliance with State and Federal regulations and case law.	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 5111 – Eligibility of Resident/Nonresident Students - 12/11/2023</li> <li>● District Website Page: Central Registration</li> </ul>	n/a

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	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2423 – Bilingual Education - 05/13/2024</li> <li>● ACCESS Testing</li> <li>● WIDA Model</li> </ul>	n/a
Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 2460 – Special Education - 05/08/2017</li> <li>● Regulation 2460.1 – Special Education - Location, Identification, and Referral - 05/08/2017</li> <li>● Regulation 2460.15 – Special Education – In-Service Training Needs for Professional and Paraprofessional Staff - 05/08/2017</li> <li>● Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students - 05/08/2017</li> <li>● Regulation 2460.8 – Special Education - Free and Appropriate Public Education - 04/15/2019</li> <li>● Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs - 05/08/2017</li> </ul>	n/a
Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including multilingual learners.	Yes	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 2423 – Bilingual Education - 05/13/2024</li> <li>● Availability of Notices in Languages Other Than English</li> <li>● Board Approval for Use of Translation Services</li> </ul>	n/a

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
		<ul style="list-style-type: none"> <li>• Use of Talking Points Application</li> </ul>	
<p>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.</p>	<p>Yes</p>	<ul style="list-style-type: none"> <li>• Policy 2416 – Programs for Pregnant Students - 10/14/2013</li> <li>• Policy 5752 – Marital Status and Pregnancy - 10/14/2013</li> <li>• Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> </ul>	<p>n/a</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*

<b>Guidance Programs and Services</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision</b>	<b>List name of noncompliant school(s) in the district</b>
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	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2411 – Guidance Counseling - 05/13/2024</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● District Website Page: School Counseling Services</li> <li>● School Counseling Curriculum</li> </ul>	n/a
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	<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Policy &amp; Regulation 2411 – Guidance Counseling - 05/13/2024</li> <li>● Policy 2421 – Career and Technical Education - 10/20/2021</li> <li>● Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>● District Website Page: Academies and Special Programs</li> <li>● District Website Page: School Counseling Services</li> <li>● School Counseling Curriculum</li> </ul>	n/a

<b>Guidance Programs and Services</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision</b>	<b>List name of noncompliant school(s) in the district</b>
Guidance counselors are using bias-free materials.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2411 – Guidance Counseling - 05/13/2024</li> <li>• Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>• School Counseling Curriculum</li> <li>• District Website Page: School Counseling Services</li> </ul>	n/a

*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*

<b>Physical Education</b>	<b>Compliant (Yes or No)</b>	<b>Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision</b>	<b>List name of noncompliant school(s) in the district</b>
All instructional activities are equitable and are co-educational.	Yes	<ul style="list-style-type: none"> <li>• Policy 2422 – Comprehensive Health and Physical Education - 03/20/2023</li> <li>• Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>• Policy &amp; Regulation 5750 – Equitable Educational Opportunity - 05/13/2024</li> <li>• Curriculum Guides</li> </ul>	n/a

*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.		<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Board of Education Personnel Resolutions; Appointment of Athletic Coaches</li> </ul>	
Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.		<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Athletic Team Schedules</li> </ul>	
Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.		<ul style="list-style-type: none"> <li>● Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> <li>● Board of Education Personnel Resolutions; Appointment of Athletic Coaches</li> <li>● Athletic Department Budget</li> <li>● Roxbury Education Association Collective Baragaining Agreement-Salary Guides for Athletic Coaches</li> </ul>	

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
Provides comparable facilities for male and female teams.		<ul style="list-style-type: none"> <li data-bbox="892 310 1625 375">• Policy &amp; Regulation 2260 – Equity in School and Classroom Practices - 05/13/2024</li> </ul>	