

NORTHFIELD CITY SCHOOL DISTRICT
BOE MTG JUNE 23, 2025



Text Version: Slide 14

Step 7 : Assemble the Submission Package in this Order:



1. Statement of Assurance ([Appendix D](#)) ATTACHED
2. Resolution appointing the AAO BOE ATTACHED - RESOLUTION June 24, 2025
3. Resolution authorizing the AAT to conduct the needs assessment and develop the CEP BOE ATTACHED - RES. June 24, 2025
4. Resolution authorizing the submission of the proposed CEP BOE ATTACHED - RES. June 24, 2025
5. List of AAT members ([Appendix A](#)) ATTACHED
6. District, Charter School and Renaissance School Project Needs Assessment ([Appendix B](#)) ATTACHED
7. Comprehensive Equity Plan Corrective Action forms, if applicable ([Appendix C](#))



4. Curriculum

- A. Curriculum Committee Report (Mrs. Elliott)
 - JUNE 2025 Curr Comm Mtg Agenda .pdf
- B. June Monthly Reports:
 - Mrs. Vaccaro June BOE Report.pdf
 - Mr. Morrison, Middle School, June 2025 BOE Report.pdf
 - Mrs. Dye, Curriculum, JUNE 2025 BOE report.pdf
 - Mrs. Hegeman- Monthly Report- June 2025.pdf
 - Mrs Dutra - Health Office - June 2025 .pdf
 - Mr. Wilson - Technology - June 2025.pdf
 - Ms. Shoemaker, SACC June Board Report - Google Docs.pdf
 - Facilities Use June Report - Google Docs.pdf
 - MR. Bagnell Maintenance Report 2025 .pdf
- C. Motion to approve the disposal of the attached list of library books.
- D. Motion to approve the Emergency Virtual or Remote Instruction Plan for 2025-2026 SY.
 - Reopening Plan 2025-2026 - Emergency Virtual or Remote Plan.pdf
 - Guidance_and_Checklist_Virtual_or_Remote_Instruction_Plans - 2025-2026.pdf
- E. Motion to approve the attached list of class/field/competition trips for the 2024-2025 school year.
 - Grade 2, Mrs. Stewart's Garden, walking trip, June 18, 2025 (rain date TBD).
- F. Motion to authorize the Affirmative Action Team to conduct the Needs Assessment and develop a Comprehensive Equity Plan if needed.
- G. Motion to approve the authorizing submission of the Multi Year Comprehensive Equity Plan covering Academic Years 2025-2026, 2026-2027, and 2027-2028 and the Statement of Assurance to the Office of the County Superintendent.

5. Personnel

- A. Personnel Committee Report (Mrs. Tafeen)
 - Personnel Committee Agenda June 2025 .pdf
- B. Motion to approve upon the recommendation of the Superintendent, Jamie Shoemaker, as School Business Administrator for the 2025-2026 school year. Mrs. Shoemaker is to be compensated at a salary of \$124,729.00 for the period of July 1, 2025 through June 30, 2026. All terms and conditions per the negotiated agreement between Jamie Shoemaker and the Northfield Board of Education. (The contract has been reviewed and approved by the Executive County Superintendent of Schools).
- C. Motion to approve upon recommendation of the Superintendent, Edward Bagnell, Facility Manager for the period of July 1, 2025 through June 30, 2026; at a salary of \$98,823.00.
- D. Motion to approve upon the recommendation of the Superintendent, Tina Guetzlaff, as Confidential Secretary to the Superintendent for the period of July 1, 2025 through June 30, 2026; at a salary of \$68,123.00.
- E. Motion to approve upon recommendation of the Superintendent, John Wilson, Technology Coordinator for the period of July 1, 2025 through June 30, 2026; at a salary of \$109,807.00.

(Elementary School)

- Maureen Vaccaro, Elementary School Principal, as Affirmative Action Officer (Middle School).
- Kevin Morrison, Middle School Principal, 2000 New Road, Northfield, NJ 609-407-4000, as Title IX Coordinator
- Lisa Harvey, Middle School Guidance Counselor, as Drug & Alcohol Coordinator
- Pete Bretones, Superintendent, as Emergency Management Coordinator
- Pete Bretones, Superintendent, as School Safety Specialist
- Pete Bretones, Supervisor of Special Education, 2000 New Road, Northfield, NJ, 609-407-4000 as ADA Coordinator
- Janice Dye, Director of Curriculum, as School Improvement Coordinator
- Janice Dye, Director of Curriculum, as Civil Rights Coordinator
- Janice Dye, Director of Curriculum, as Data Coordinator
- Kevin Morrison, Middle School Principal, as Section 504 Compliance Officer (Middle School)

• Maureen Vaccaro, Elementary School Principal, as Section 504 Compliance Officer (Elementary School)

- Cynthia Hegeman, Director of Early Education
- Tara Williams, Coordinator of Child Study Team
- Jamie Shoemaker, School Business Administrator, as Conscientious Employee Protection Act Officer (CEPA)
- Jamie Shoemaker, School Business Administrator, as Public Affirmative Action Contract Officer (PACO)
- Jamie Shoemaker, School Business Administrator, as Custodian of Records
- Jamie Shoemaker, School Business Administrator, as the Safety & Health Designee
- Ed Bagnell, Facilities Manager, as the Right to Know Officer
- Ed Bagnell, Facilities Manager, as the Integrated Pest Management Coordinator
- Ed Bagnell, Facilities Manager, as the Indoor Air Quality Designee
- Carole Lyons, as Acting Board Secretary in the absence of the Board Secretary
- Kim Zaretsky, Social Worker, as Homeless Liaison

B. Motion to approve the following 403(b) and 457 Tax Shelter Annuity Providers:

- Morgan Stanley, Jay Hurley
- Equitable Life Insurance, Bob Marone
- Lincoln Life Insurance, Joe Johnston
- National Life Group, Michael Previti
- Siracusa Benefits, Joe Ruffenach and Bill O'Brien
- Vanguard Group - not open to new accounts

C. Motion to approve the following supplemental insurance providers:

- AFLAC - Russell Burt
- Phifer Financial Services - Hugh Phifer
- Prudential Insurance Company - Leslie Kendus
- Colonial Life - Walt Landgraf
- Washington National, Marilyn Olin
- UNUM Provident

D. Motion to Adopt the forms and procedures required to be used for the filing of notices of tort claim against the Board of Education in accordance with the provisions of the New Jersey Tort Claims Act, N.J.S.A. 59:8-6, and as recommended by the ACCASBO JIF to which the Board is a member.

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: **Atlantic**

Name of School District/Charter School/Renaissance School Project: **Northfield City School District**

Address: **2000 New Road Northfield, NJ 08225**

Affirmative Action Officer (AAO): **Maureen Vaccaro** Telephone #: **609.407.4005**

Title: **Principal, PreSchool, Primary, and Elementary School**

AAO Email: **mvaccaro@ncs-nj.org**

Affirmative Action Officer (AAO): **Kevin Morrison** Telephone #: **609.407.4008**

Title: **Principal, Middle School**

AAO Email: **kmorrison@ncs-nj.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: **Pedro Bretones, Superintendent**

Signature:

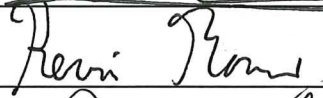
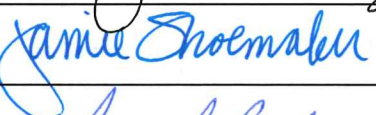
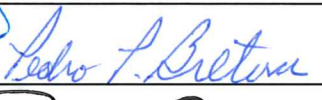


Date: **June 23, 2025**

Affirmative Action Team

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

School District, Charter School And Renaissance School Project Name:

Name	Title	Grade Level (If Applicable)	Signature
Maureen Vaccaro	Affirmative Action Officer	5-8	
Kevin Morrison	Affirmative Action Officer	PK-4	
Janice Dye	Director of Curriculum	PK-8	
Jamie Shoemaker	Business Administrator	PK-8	
Pedro P. Bretones	Superintendent	PK-8	
Ryan Comunale	Guidance	PK-4	
John Wilson	Technology Coordinator	PK-8	

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	Policy 6121 Nondiscrimination/Affirmative Action Adopted 10/2011 CAP Program/School Safety Team Meetings/New Jersey School Climate Transformation Project through Rutgers University/Renaissance Program/Starr Mentor Program/Character Education Program/Ed Camp for Middle School	
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	Policy 1330 Use of School Facilities Adopted 3/2012; revised 12/2017	
Provide equitable treatment for pregnant and married students	YES	Policy 5134 Married or Pregnant Students Adopted 10/2011; revised 1/2017	
Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c122).	YES	Policy 5131.1 Harassment, Intimidation and Bullying Adopted 10/2011; revised 4/2018	

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	AAO – Kevin Morrison (Elementary School) and Maureen Vaccaro (Middle School) 504 Officer – Kevin Morrison (Middle School) and Maureen Vaccaro (Elementary School) Annual renewal 6/24/2024	

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
		Upcoming 6/23/2025 Policy 6121 Nondiscrimination/Affirmative Action Adopted 10/2011	
Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	YES	Staff Calendar and Staff Handbook Policy 6111 School Calendar Adopted 10/2011	
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 Resolution – June, 2025 Board Minutes – June, 2025 Policy 6121 Nondiscrimination/Affirmative Action Adopted 10/2011 Policy 2224 Affirmative Action/Nondiscrimination Adopted 07/2021	
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	YES	QSAC, CAP, BOE NJSLS Presentations, CogAT Assessment BOE Presentation, Grade level meetings, Faculty meetings, BSI/LEP meetings, Annual School Performance Reports Policy 2240 Research, Evaluation and Planning Updated 10/2016	

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
program data; and stakeholder satisfaction data. Identify any school-level underperforming student groups on Annual Yearly Progress Target reports for State assessments.			

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 Resolution – June, 2025 CEP Board Minutes – June, 2025 CEP Policy 2224 Affirmative Action/Nondiscrimination Adopted 10/2011 District website, Parent and Volunteer Training, Staff and Student Handbook, BSI/ELL Parent Compacts	
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	Policy 2224 Affirmative Action/Nondiscrimination Adopted 10/2011 Regulation 2224 Response to Alleged Acts of Discrimination	
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	YES	District Website, Flyers, Faculty Meetings, Grade Level Meetings, Required Staff Presentations, Staff Student Trainings Policy 2224 Affirmative Action/Nondiscrimination Adopted 10/2011	

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
CEP, policies, grievance procedures and annual reports.			
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	Policy 5131.1 Harassment, Intimidation and Bullying Adopted 10/2011; revised 4/2018	
Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap.	YES	BOE Presentation, Curriculum Committee meetings, Benchmark/MAP Assessment presentation Policy 2224 Affirmative Action/Nondiscrimination Adopted 10/2011 Policy 2240 Research, Evaluation and Planning Updated 10/2016	
Authorize the AAO to conduct yearly equity training for all staff.	YES	Faculty Meeting, Required Presentations, and JIFF Training Policy 2224 Affirmative Action/Nondiscrimination Adopted 10/2011	
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 certificated (administrative and professional) staff.	YES	Policy 4131 Staff Development, In-service Education, Visitation, Conferences Updated 2/2018 Certified Staff report, Faculty Meetings, Grade Level Meetings, Professional Development course opportunities (i.e. ETTC), Professional Development Day attendance, Parent Visitations, Parent Conferences, NJSLS BOE presentation, Student assessment data shared with parents	
All non-certificated (non-professional) staff	YES	Contract renewals, Faculty Meetings, Grade Level Meetings, Professional Development opportunities/attendance, Online presentations and trainings, Required staff presentations	

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	CAP Program, School Safety Team Meetings, New Jersey School Climate Transformation Project through Rutgers University, Renaissance Program, Mentor Program, Character Education Program, Vision and Mission Statement Policy 6121 Nondiscrimination/Affirmative Action Adopted 10/2011	
Courses of study, including Physical Education	YES	Curriculum Guides Policy 6121 Nondiscrimination/Affirmative Action Adopted 10/2011 Policy 6142.4 Physical Education and Health Updated 5/2017	
Library materials/Instructional materials and strategies	YES	Curriculum Guides Policy 6121 Nondiscrimination/Affirmative Action Adopted 10/2011	
Technology/software and audio-visual materials	YES	Curriculum Guides	

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 6121 Nondiscrimination/Affirmative Action Adopted 10/2011 Career and Technical Education Adopted 10/2011	
Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, and grievance procedures.	YES	Policy 5131.1 Harassment, Intimidation and Bullying Adopted 10/2011; revised 4/2018 Policy 6121 Nondiscrimination/Affirmative Action Adopted 10/2011	
Extra-curricular activities and programs	YES	SACC after-school program, Intramural sports, InterScholastic sports, Clubs (i.e. STEAM, Garden, Mathletes, Art, etc.) Policy 6121 Nondiscrimination/Affirmative Action Adopted 10/2011 6145 Extracurricular Activities Updated 3/2017	
Tests and other assessments	YES	MAP, NJSLS, Benchmarks, CogAT, Acadience Policy 6121 Nondiscrimination/Affirmative Action Adopted 10/2011	
Reduction and/or prevention of under representation of minority, female and male students in all classes, activities and programs.	YES	Heterogeneous class lists 5145.4 Equal Educational Opportunity Updated 4/2018 Policy 6121 Nondiscrimination/Affirmative Action Adopted 10/2011	

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	Lesson Plan, Curriculum Guides, grade level meetings Policy 6121 Nondiscrimination/Affirmative Action Adopted 10/2011	
Ensure the Amistad Commission Curriculum is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	YES	Lesson Plan, Curriculum Guides, Grade Level meetings Policy 6121 Nondiscrimination/Affirmative Action Adopted 10/2011 Policy 6140 Curriculum Adoption Updated 5/2017	
Ensure the Commission on Holocaust Education curriculum for elementary and secondary school students, as developmentally appropriate. (N.J.S.A. 18A:35-28)	YES	Lesson Plan, Curriculum Guides, Grade Level meetings Policy 6121 Nondiscrimination/Affirmative Action Adopted 10/2011 Policy 6140 Curriculum Adoption Updated 5/2017	
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 5120 Assessment of Individual Needs Adopted 10/2011	

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 5120 Assessment of Individual Needs Adopted 10/2011	
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.	N/A	N/A One school district with one Elementary School and one Middle School	
Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	N/A	N/A One school district with one Elementary School and one Middle School	
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,	YES	Policy 5145.4 Equal Education Opportunity Adopted 10/2011	

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
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.			

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	Policy 6171.2 Gifted and Talented Adopted 10/2011	
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	YES	SSDS report Policy 5131 Conduct Discipline Updated 4/2018	
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 5145.4 Equal Education Opportunity Adopted 10/2011	
Ensure that all multilingual learners have equal and bias-free access to all school activities and programs.	YES	Policy 6142.2 ESL, Bilingual Adopted 10/2011	
Ensure that all students with disabilities have equal and bias-free access to all school activities and programs.	YES	Policy 6171.4 Special Education Adopted 10/2011	
Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	All registration packets that are located in the Elementary School and Middle School offices, District website online, hard copies at Main Entrance. All procedures in compliance.	

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	ACCESS for ELL Policy 6142.2 ESL, Bilingual Adopted 10/2011	
Utilize bias-free measures for determining the special needs of students with disabilities.	YES	Assessment, NJTSS and PIRT (New Jersey Tiered System of Supports, PreSchool Intervention and Referral Team), 504 Plans, BSI data, CST evaluation Policy 6171 Special Instructional Program Updated 5/2017 Policy 6171.4 Special Education Adopted 10/2011	
Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including multilingual learners.	YES	Community Resources and school resources shared with parents, Weekly online support meetings for families, Lunch Bunch tutoring, ELL teachers available for tutoring, support, and mentoring Policy 6142.2 ESL, Bilingual Adopted 10/2011	
Ensure that all pregnant students are permitted to remain in the regular school activities and programs. Ensure that equivalent instruction is provided to the students, if not permitted to attend school by a doctor.	YES	Policy 5134 Married or Pregnant Students Adopted 10/2011; revised 1/2017	

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	Parent Guidance request forms sent home, available on the District website, distributed to students, Guidance request box outside Guidance Office, Teacher request forms for students, In class observations, small group sessions, and individual counseling Policy 6164.2 Guidance Services Updated 10/2016	
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	College and Career Readiness Standards, Curriculum Guides, Lesson plans Policy 6164.2 Guidance Services Updated 10/2016	
Guidance counselors are using bias-free materials.	YES	CAP, Forest Friends, Character Education Policy 6164.2 Guidance Services Updated 10/2016	

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	Policy 6142.4 Physical Education and Health Updated 10/2011, 05/2017 Policy 6145.1,6145.2 Intramural, Interscholastic Competition Updated 02/2018, 04/2024	

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	Team rosters and Community Education programs Policy 6145.1,6145.2 Intramural, Interscholastic Competition Updated 2/2018	
Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	YES	Community Education program choices and schedules, Use of Facilities room usage schedules Policy 6145.1,6145.2 Intramural, Interscholastic Competition Updated 2/2018	

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 that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	YES	Budget, Purchase Orders, Collective Bargaining Agreement salary guides, Contracts Policy 6145.1,6145.2 Intramural, Interscholastic Competition Updated 2/2018	
Provides comparable facilities for male and female teams.	YES	Site plans, Facility blueprints, Use of Facilities usage schedules Policy 6145.1,6145.2 Intramural, Interscholastic Competition Updated 2/2018	