



State of New Jersey

PHILIP D. MURPHY
Governor

TAHESHA L. WAY
Lt. Governor

Department of Education
Monmouth County Office
4000 Kozloski Road
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Freehold, NJ 07728-1264
Phone: (732) 431-7810
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KEVIN DEHMER
Commissioner

Dr. LESTER W. RICHENS
Interim Executive County Superintendent

June 23, 2025

Victor J. Iannello Jr,
Hazlet Twp. School District
421 Middle Rd.
Hazlet, NJ 07730

Dear President Iannello:

This letter confirms receipt of the district's Comprehensive Equity Plan (CEP) submitted on 5/2/25 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,

Dr. Lester W. Richens
Interim Executive County Superintendent

LWR:hg

C: Dr. Scott Ridley, Superintendent

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: Monmouth County

Name of School District/Charter School/Renaissance School Project: Hazlet township School District

Address: 421 Middle Road, Hazlet, NJ 07730

Affirmative Action Office (AAO): Telephone #:732.264.8401

AAO Email:apiotrowski@hazlet.org

Alternate Contact Person: Dr. Scott Ridley Telephone #:732.264.8401

Title: Superintendent of Schools

Email:

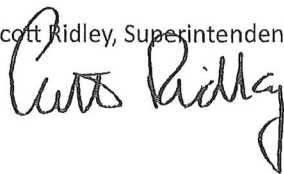
1. The school district, charter school or renaissance school project has conducted a comprehensive needs assessment of its equality and equity needs at each school within the district, charter school or renaissance school project, if applicable. The attached Comprehensive Equity Plan is designed to meet 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:

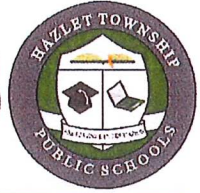
Name and Title: Dr. Scott Ridley, Superintendent of Schools

Signature:



Date: 5/30/2025

HAZLET TOWNSHIP PUBLIC SCHOOLS



Business Office

Scott Ridley, Ed.D.
Superintendent of Schools
sridley@hazlet.org

421 Middle Road • Hazlet, NJ 07730
www.hazlet.org

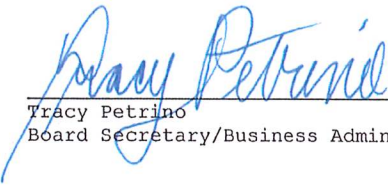
Tracy Petrino
School Business Administrator/
Board Secretary
Phone: (732) 264-8401 ext. 1109
Fax: (732) 264-1599
Email: tpetrino@hazlet.org

M. SUPERINTENDENT'S REPORT - Dr. Scott Ridley

A motion was made by Laura O'Hara, seconded by Edward Barrett to accept the Superintendent's Report and All in Favor.

1. BE IT RESOLVED, that the Board authorize the Affirmative Action Team to conduct the needs assessment and develop the Comprehensive Equity Plan for the June 23, 2025 submission deadline.

I do hereby certify that the foregoing
Is true and exact copy of a resolution
adopted by the Hazlet Twp. Board of
Education on February 24, 2025.



Tracy Petrino
Board Secretary/Business Administrator

HAZLET TOWNSHIP PUBLIC SCHOOLS



Business Office

Scott Ridley, Ed.D.
Superintendent of Schools
sridley@hazlet.org

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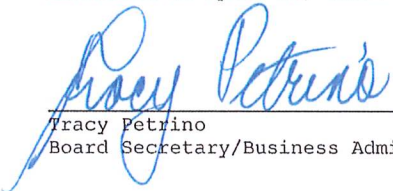
Tracy Petrino
School Business Administrator/
Board Secretary
Phone: (732) 264-8401 ext. 1109
Fax: (732) 264-1599
Email: tpetrino@hazlet.org

SUPERINTENDENT'S REPORT

A motion was made by David Asfour, seconded by Edward Barrett and All in Favor to accept the Superintendent's Report with a roll call vote 7-0.

2. BE IT RESOLVED, that the Board approve a resolution authorizing the submission of the proposed Comprehensive Equity Plan for 3 years, effective July 1, 2025 through June 20, 2028, Exhibit F

I do hereby certify that the foregoing
Is true and exact copy of a resolution
adopted by the Hazlet Twp. Board of
Education on April 28, 2025.



Tracy Petrino
Board Secretary/Business Administrator

HAZLET TOWNSHIP PUBLIC SCHOOLS



Business Office

Scott Ridley, Ed.D.
Superintendent of Schools
sridley@hazlet.org

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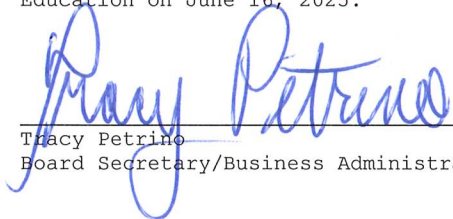
Tracy Petrino
School Business Administrator/
Board Secretary
Phone: (732) 264-8401 ext. 1109
Fax: (732) 264-1599
Email: tpetrino@hazlet.org

M. SUPERINTENDENT'S REPORT - Dr. Scott Ridley

A motion was made by Laura O'Hara, seconded by Jodie Moreno to accept the Superintendent's Report and All in Favor.

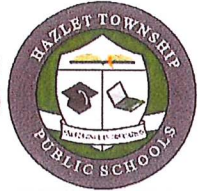
3. BE IT RESOLVED, that the Board approve the 2025-2028 Comprehensive Equity Plan for 3 years, effective July 1, 2025 through June 30, 2028.

I do hereby certify that the foregoing
Is true and exact copy of a resolution
adopted by the Hazlet Twp. Board of
Education on June 16, 2025.



Tracy Petrino
Board Secretary/Business Administrator

HAZLET TOWNSHIP PUBLIC SCHOOLS



Business Office

Scott Ridley, Ed.D.
Superintendent of Schools
sridley@hazlet.org

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SUPERINTENDENT'S CONSENT AGENDA

A motion was made by David Asfour, seconded by Laura O'Hara and unanimously carried by a roll call vote 7-0 to approve letters H - BBBBB, as recommended by the Superintendent of Schools.

SSS. APPOINTMENT OF AFFIRMATIVE ACTION/EQUITY TRAINING OFFICER

BE IT RESOLVED, that the Board approve the appointment of Raritan High School Principal as the District Affirmative Action/Equity Training Officer for the 2025-2026 school year.

I do hereby certify that the foregoing
Is true and exact copy of a resolution
adopted by the Hazlet Twp. Board of
Education on April 28, 2025.

Tracy Petrino
Board Secretary/Business Administrator

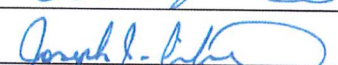
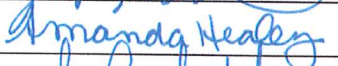
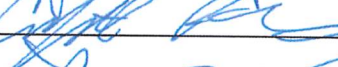
AAO & AAT Roster – Appendix “A”

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
Andrew R. Piotrowski	Affirmative Action Officer		
Joseph J. Annibale	Assistant Superintendent		
Amanda Healey	Affirmative Action Officer / Teacher	K-4 Music	
Jennifer Landolt	AA Officer / Teacher	HMS	
Crystal Pericas	AA officer / teacher	PS	
Laurie Stiggen	Affirmative Action Officer	1-4, 5-8	
T. O'Donnell	Athletic Director		
Ron Tole	AA officer / Teacher RHS	9-12 (RHS)	
Laura Ackermann	AA officer / School Counselor	5/6	
Julie Cuccarone	Director School Counseling Services District		

AAO & AAT Roster – Appendix

"A"

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
	Affirmative Action Officer		
Jen Martins	Co-Director of Cur		
Maureen Gibson	Affirm. Action		Maureen Gibson
Heather Schwarz	Co-Director of Curr		H. Schwarz
Stacy Greenleaf	Co-Director of Spec. Ser.		Stacy Greenleaf

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 1140 Educational Equity Policies/Affirmative Action 11/24 • Policy 1523 Comprehensive Equity Plan 11/24 • Policy 2260 & Regulation 2260 Equity in School & Classroom Practices 11/24 • Policy 5750 & Regulation 5750 Equitable Educational 11/24	
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	• Policy 1140 Educational Equity Policies/Affirmative Action 11/24 • Policy 1523 Comprehensive Equity Plan 11/24 • Policy 2260 & Regulation 2260 Equity in School & Classroom Practices 11/24 • Policy 2520 & Regulation 2520 Instructional Supplies 5/23 • Policy 5750 & Regulation 5750 Equitable Educational 11/24 • Policy 5841 Secret Societies 11/24 • Policy 5842 Equal Access of Student Organizations 11/24	
Provide equitable treatment for pregnant and married students	Yes	• Policy 2416 Programs for Pregnant Students 03/09 • Policy 5752 Marital Status and Pregnancy 03/09	
Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c122).	Yes	• Policy 1523 Comprehensive Equity Plan 11/24 • Policy 5512 & Regulation 5512 Harassment, Intimidation, & Bullying 10/24 • Policy 5541 Anti-Hazing 3/22 • Policy 5751 & Regulation 5751 Sexual Harassment of Students 1/22	

I. Board Responsibility	Compliance (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
b. Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	YES	● Policy 1140 – Affirmative Action Program 07/16 ● Policy 1523 – Comprehensive Equity Plan 07/16 ● Policy & regulation 2260- Affirmative Action Program- 06-16 ● Policy & Regulation 5750 – Equal Educational Opportunity 06/16 ● Policy 5755 – Equity in Educational Programs and Services 07/16	
c. Provide equitable treatment for pregnant and married students	YES	● Policy 2416 – Programs for Pregnant Students 03/09 ● Policy 5752 – Marital Status and Pregnancy 03/09	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	YES	● Policy 1523 – Comprehensive Equity Plan 07/16 ● Policy & Regulation 5512 – Harassment, Intimidation, and Bullying 08/18 - Policy & Regulation 5751 – Sexual Harassment 03/09	
2. Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	YES	● Policy 1523– Comprehensive Equity Plan 07/16 ● Policy & Regulation- 1530 – Equal Employment Opportunity 07/16 ● Policy 1550-Equal Employment/Anti-Discrimination Practices 04-18	

I. Board Responsibility	Compliance (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	YES	Policy 1140 – Affirmative Action Program 07/16	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	YES	Policy 1140 – Affirmative Action Program 07/16	
B. Authorize the Affirmative Action Officer team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress, and complete the District Performance Review in the NJQSAC. Charter schools will report annual progress in the Charter School Annual Report.	YES	- Policy 1140 – Affirmative Action Program 07/16 - Policy 1523-Comprehensive Equity Plan 07-16	
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups	YES	- Policy 1140 – Affirmative Action Program 07/16 - Policy & Regulation 2423 – Bilingual and ESL Education 07/16 - Policy 2610 – Educational Program Evaluation 01/19	

I. Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include board policy title, number and date of adoption and or revision.	List name of noncompliant school(s) in the district
disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.		● Policy 2622 – Student Assessment 02/17	
D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:	YES	● Policy 1140 – Affirmative Action Program 07/16 ● Policy 1523 – Comprehensive Equity Plan 07/16	
1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and	YES	● Policy 1140 – Affirmative Action Program 07/16 ● Policy 5512-Harassment, Intimidation, & Bullying 07/18	

I. Board Responsibility	Compliance (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
segregation; and ensuring equality in educational programs.			
2. Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the district, charter and renaissance school projects equity' responsibilities.	YES	• Policy 1140 – Affirmative Action Program 07/16	
3. Inform students, staff and the community of the name, office address, and phone number of the district, charter and renaissance school project's AAO, and publicize the location and availability of the district, charter and renaissance school project's CEP, policy(ies), grievance procedures and annual reports.	YES	• Policy 1140 – Affirmative Action Program 07/16 • Policy & Regulation 1510 – Americans with Disabilities Act 12/16 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16	
4. Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national	YES	• Policy 1140 – Affirmative Action Program 07/16 • Policy & Regulation 1510 – Americans with Disabilities Act 12/16 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16	

I. Board Responsibility	Compliance (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
origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.		Policy & Regulation 5750 – Equal Educational Opportunity 07/16	
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	YES	- Policy 1140 – Affirmative Action Program 07/16 - Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16	
6. Authorize the AAO to conduct yearly equity training for all staff.	YES	Policy 1140 – Affirmative Action Program 07/16	
E. A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the school district, charter and renaissance school project's district's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.		(For County Vocational School Districts Only)	

Table 2: Needs Assessment, Staff Development and Classroom Practices

II. Staff Development And Training • N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status every school year , as follows:	YES	• Policy 1140 – Affirmative Action Program 07/16	
1. To all certificated (administrative and professional) staff.	YES	• Policy 1140 – Affirmative Action Program 07/16 • Policy & Regulation 3240 – Professional Development for Teachers and School Leaders 05/17	
2. To all non-certificated (non-professional) staff.	YES	• Policy 1140 – Affirmative Action Program 07/16 • Policy 4240 – Employee Training 03/09	

Table 3: Needs Assessment, School and Classroom Practices

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Equality and Equity in Curriculum 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 1. Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:	YES	- Policy & Regulation 2200 – Curriculum Content 07/16 - Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16 - Policy 5755 – Equity in Educational Programs and Services 07/16	
a. School climate and culture, safe and positive learning environment.	YES	Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
		● Policy & Regulation 5750 – Equal Educational Opportunity 07/16 ● Policy 5512-Harassment, Intimidation, Bullying 07/18	
b. Courses of study, including Physical Education	YES	● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16 ● Policy 2422 – Health & Physical Education 01/19 ● Policy & Regulation 5750 – Equal Educational Opportunity 06/16	
c. Library materials/Instructional materials and strategies	YES	● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16 ● Policy & Regulation 5750 – Equal Educational Opportunity 07/16	
d. Technology/software and audio-visual materials	YES	● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16 ● Policy & Regulation 5750 – Equal Educational Opportunity 07/16	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	YES	● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16 ● Policy & Regulation 2411 – Guidance Counseling 07/16 ● Policy & Regulation 5512 – Harassment, Intimidation, and Bullying 07/18 ● Policy & Regulation 5750 – Equal Educational Opportunity 07/16	
f. Extra-curricular programs and activities	YES	● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16 ● Policy & Regulation 5750 – Equal Educational Opportunity 07/16	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
g. Tests and other assessments	YES	● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16 ● Policy & Regulation 5750 – Equal Educational Opportunity 07/16	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	YES	● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16 ● Policy & Regulation 5750 – Equal Educational Opportunity 7/16 ● Policy 5755 – Equity in Educational Programs and Services 07/16	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	YES	● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16 ● Policy & Regulation 5750 – Equal Educational Opportunity 07/16	
3. Ensure that instruction on African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	YES	● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16 ● Policy & Regulation 5750 – Equal Educational Opportunity 07/16	
4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)	YES	● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16 ● Policy & Regulation 5750 – Equal Educational Opportunity 07/16	
B. Equality and Equity in Student Access ● N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education	YES	● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
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 equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:		● Policy & Regulation 5750 – Equal Educational Opportunity 07/16 ● Policy 5755 – Equity in Educational Programs and Services 07/16	
1. Ensure equal and barrier-free access to all school and classroom facilities.	YES	● Policy 5755 – Equity in Educational Programs and Services 07/16	
2. Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.	YES	● Policy 5755 – Equity in Educational Programs and Services 07/16	
3. Refrain from locating new facilities in areas that will contribute to	YES	● Policy 5755 – Equity in Educational Programs and Services 07/16	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
imbalanced, isolated, or racially identifiable school enrollments.			
4. Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities.	YES	● Policy 5755 – Equity in Educational Programs and Services 07/16	
a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	YES	● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16 ● Policy 5755 – Equity in Educational Programs and Services 07/16	
b. Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	YES	● Policy 5755 – Equity in Educational Programs and Services 07/16	
c. Ensure equal and bias-free access for all students to computers, computer classes, career and	YES	● Policy 5755 – Equity in Educational Programs and Services 07/16	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status.			
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	YES	● Policy 5755 – Equity in Educational Programs and Services 07/16	
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	YES	● Policy 5755 – Equity in Educational Programs and Services 07/16	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	YES	● Policy & Regulation 5111 – Eligibility of Resident/Nonresident Students 01/19	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	YES	● Policy & Regulation 2423 – Bilingual and ESL Education 7/16	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	YES	● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16 ● Policy 2460 – Special Education 02/17 ● Regulation 2460.1 – Special Education - Location, Identification, and Referral 02/17 ● Regulation 2460.8 – Special Education - Free and Appropriate Public Education 02/17 ● Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs 02/17 ● Regulation 2460.15-Special education-In-Service Training Needs for Professional and Paraprofessional Staff 02/17 ● Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students 03/09	
7. Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including English language learners.	YES	● Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16	
8. Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent	YES	● Policy 2416 – Programs for Pregnant Students 04/05 ● Policy 5752 – Marital Status and Pregnancy 04/05 ● Policy 5755 – Equity in Educational Programs and Services 07/16	

III.School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
instruction is provided the students, if not permitted to attend school by a doctor.			
C. Equality and 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 district, charter and renaissance school project's guidance program provides the following:			
1. Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.	YES	- Policy & Regulation 2411 – Guidance Counseling 7/16 - Policy 5755 – Equity in Educational Programs and Services 07/16	
2. The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.	YES	- Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16 - Policy & Regulation 2411 – Guidance Counseling 7/16 - Policy 5755 – Equity in Educational Programs and Services 07/16	
3. Guidance counselors are using bias-free materials.	YES	- Policy & Regulation 2411 – Guidance Counseling 07/16 - Policy 5755 – Equity in Educational Programs and Services 07/16	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
- Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows: - All instructional activities are equitable and are co-educational.	YES	- Policy 2425 – Health & Physical Education 01/19 - Policy 5755 – Equity in Educational Programs and Services 07/16	
D. Equality and 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 and renaissance school project's Athletic Program accomplishes the following:			
Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.	YES	Policy 5755 – Equity in Educational Programs and Services 07/16	
Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	YES	Policy 5755 – Equity in Educational Programs and Services 07/16	
Ensures that athletic programs receive equitable treatment that	YES	Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices 07/16	

III. School and Classroom Practices	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
includes staff salaries, purchase and maintenance of equipment, etc.			
4. Provides comparable facilities for male and female teams.	YES	Policy & Regulation 2260-Affirmative Action Program for School and Classroom Practices 07/16	

Table 4: Needs Assessment, Employment/Contract Practices

IV. Employment/Contract Practices N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows: Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration.	YES	- Policy & Regulation 1510 – Americans with Disabilities Act 12/16 - Policy & Regulation 1530 – Equal Employment Opportunities 07/16 - Policy & Regulation 1550 – Equal employment/Anti-Discrimination Practices 05/18	
Target recruiting practices for under-represented populations in every category of employment.	YES	Policy & Regulation 1530 – Equal Employment Opportunities 07/16	

IV. Employment/Contract Practices N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
3. Ensure that the district, charter and renaissance school project's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.	YES	- Policy & Regulation 1510 -- Americans with Disabilities Act 12/16 - Policy & Regulation 1530 -- Equal Employment Opportunities 07/16 - Policy & Regulation 1550 -- Equal employment/Anti-Discrimination Practices 05/18	
4. Monitor promotions and transfers to ensure non-discrimination.	YES	- Policy & Regulation 1530 -- Equal Employment Opportunities 07/16 - Policy & Regulation 1550 -- Equal employment/Anti-Discrimination Practices 05/18	
5. Ensure equal pay for equal work among members of the district, charter and renaissance school project's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	YES	- Policy & Regulation 1530 -- Equal Employment Opportunities 07/16 - Policy & Regulation 1550 -- Equal employment/Anti-Discrimination Practices 05/18	
B. Ensure that the district, charter and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations	YES	- Policy & Regulation 1530 -- Equal Employment Opportunities 07/16 - Policy & Regulation 1550 -- Equal Employment/Anti-Discrimination Practices 05/18	

IV. Employment/Contract Practices N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance must include Board policy title, number and date of adoption and/or revision.	List name of noncompliant school(s) in the district
that discriminate in employment or in the provision of benefits or services, on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.			
C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.	YES	- Policy & Regulation 1530 – Equal Employment Opportunities 07/16 - Policy & Regulation 1550 – – Equal employment/Anti-Discrimination Practices 05/18	

