

# **Manasquan School District**



## **Comprehensive Equity Plan**

**2019-2022**

## Comprehensive Equity Plan 3 Year Statement of Assurance to be Submitted with the Three-Year CEP

*School District, Charter School or Renaissance School Project Information School Year 2019-2020:*

Name of County: Monmouth

Name of School District/Charter School/Renaissance School Project: Manasquan Public School District

Address: 169 Broad Street, Manasquan, NJ 08736

Affirmative Action Office (AAO): Justin P. Roach Telephone #: 732-528-8810 ext 2015

AAO Email: jroach@manasquan.k12.nj.us

Alternate Contact Person: Jesse Place Telephone #: 732-528-8800 ext1910

Title: Director of Technology and Human Resources

Email: jplace@manasquan.k12.nj.us

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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 on September 1, 2019 upon approval by the New Jersey State Department of Education.
  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 Kasyan

Signature: 

Date: 6/3/19

# Manasquan Board of Education

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Lynn Coates, School Business Administrator/Board Secretary  
Central Administrative Offices, 169 Broad Street, Manasquan, New Jersey 08736  
732.528.8803 – Fax 732.223.7422

## Certified Resolution

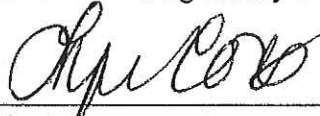
Motion was made by Mr. Hoverter, seconded by Mrs. McGarry, to approve the following non-negotiated stipend position appointment for the 2019-2020 school year, as specified in Document N:

<u>Position</u>	<u>Employee</u>	<u>Stipend Amount</u>
Affirmative Action Officer	Justin Roach	\$3,105.00

Roll Call Vote: Ayes (9); Nays (0); Abstain (0); Absent (3) Mr. Burns, Mr. Loffredo, Mr. Sorino  
MOTION CARRIED

## CERTIFICATION

I, Lynn Coates, School Business Administrator/Board Secretary of the Board of Education of the Borough of Manasquan, Monmouth County, do hereby certify that the foregoing is a true and accurate excerpt of the minutes of the Board of Education meeting of May 14, 2019.

  
\_\_\_\_\_  
Lynn Coates  
School Business Administrator/Board Secretary

# Manasquan Board of Education

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Lynn Coates, School Business Administrator/Board Secretary  
Central Administrative Offices, 169 Broad Street, Manasquan, New Jersey 08736  
732.528.8803 – Fax 732.223.7422

## Certified Resolution

Motion was made by Mr. Furey, seconded by Mr. Hoverter, to approve the following, as per New Jersey Department of Education Division of Field Services:

- Authorization of the Affirmative Action Team to conduct the Needs Assessment and develop a comprehensive Equity Plan; and
- Authorization of the submission of the proposed Comprehensive Equity Plan, as per Document L.

Roll Call Vote: Ayes (9); Nays (0); Abstain (0); Absent (3) Mr. Burns, Mr. Loffredo, Mr. Sorino  
MOTION CARRIED

## CERTIFICATION

I, Lynn Coates, School Business Administrator/Board Secretary of the Board of Education of the Borough of Manasquan, Monmouth County, do hereby certify that the foregoing is a true and accurate excerpt of the minutes of the Board of Education meeting of May 14, 2019.







  
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Lynn Coates  
School Business Administrator/Board Secretary



## 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
Justin Roach	Affirmative Action Officer		
Leigh Busco	H.S. SHC		
Ronald Bramley	Asst. Principal	H.S.	
Anthony Cravelli	School Counselor	E.S.	
Jesse Place	Director Tech + HR	District	
Dr. F. Kary	Superintendent	District	

## APPENDIX B: COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT

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

<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance <b>MUST</b> include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	Date Policy or Regulation Adopted/Revised by Manasquan Schools	List name of noncompliant school(s) in the district
NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard A. Adopt or re-adopt written equality and equity policies, requiring the following:		Documentation is in the CEP binder in the AAO Office unless otherwise noted.	<b>P = Policy R = Regulation</b>		
1) Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following: a) Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P1140 June 2016 P1523 June 2016 P2260 June 2016 R2260 Nov 1992 P5750 June 2016 R 5750 Nov 1992 P5755 June 2016	P1140 7/19/2016 P1523 July 2016 P2260 7/19/2016 R2260 6/14/2011 P5750 7/19/2016 R 5750 6/14/2011 P5755 7/19/2016	
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,	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P1140 June 2016 P1523 June 2016 P2260 June 2016 R2260 Nov 1992	P1140 7/19/2016 P1523 July 2016 P2260 7/19/2016 R2260 6/14/2011	



<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>Date Policy or Regulation Adopted/Revised by Manasquan Schools</b>	<b>List name of noncompliant school(s) in the district</b>
disability or socioeconomic status.			P5750 June 2016 R 5750 Nov 1992 P5755 June 2016	P5750 7/19/2016 R 5750 6/14/2011 P5755 7/19/2016	
c) Provide equitable treatment for pregnant and married students.	Yes	<ul style="list-style-type: none"> <li>• Policy 2416 – Programs for Pregnant Students</li> <li>• Policy 5752 – Marital Status and Pregnancy</li> </ul>	P2416 April 2005 P5752 April 2005	P2416 6/14/2011 P5752 6/14/2011	
d) 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</li> <li>• Policy 5512 – Harassment, Intimidation, and Bullying</li> <li>• Policy &amp; Regulation 5751 – Sexual Harassment</li> </ul>	P1523 June 2016 P5512 Aug 2018 P5751 Mar 1998 R5751 Mar 1998	P1523 July 2016 P5512 9/25/2018 P5751 6/14/2011 R5751 6/14/2011	
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	<ul style="list-style-type: none"> <li>• Policy 1523 – Comprehensive Equity Plan</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunity</li> <li>• Policy 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul>	P1523 June 2016 P1530 June 2016 R1530 June 2016 P 1550 April 2018	P1523 July 2016 P1530 7/19/2016 R1530 7/19/2016 P 1550 5/8/2018	
3) The appointment of an Affirmative Action Officer (AAO) who can also serve, or coordinate with, the district, charter, and renaissance school project school's Section 504	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> </ul> <b>Board of Education Resolution – May 14, 2019</b>	P1140 June 2016	P1140 7/19/2016	

<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>Date Policy or Regulation Adopted/Revised by Manasquan Schools</b>	<b>List name of noncompliant school(s) in the district</b>
Officer and/or the district, charter and renaissance school project's Title IX Coordinator.					
4) Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	<ul style="list-style-type: none"> <li>Policy 1140 – Affirmative Action Program</li> </ul>	P1140 June 2016	P1140 7/19/2016	
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	<ul style="list-style-type: none"> <li>Policy 1140 – Affirmative Action Program</li> <li>Policy 1523 – Comprehensive Equity Plan</li> </ul> <b>Board of Education Resolution – May 14, 2019</b>	P1140 June 2016 P1523 June 2016	P1140 7/19/2016 P1523 July 2016	
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of	Yes	<ul style="list-style-type: none"> <li>Policy 1140 – Affirmative Action Program</li> <li>Policy &amp; Regulation 2423 – Bilingual and ESL Education</li> <li>Policy 2610 – Educational Program Evaluation</li> <li>Policy 2622 – Student Assessment</li> </ul>	P1140 June 2016 P2423 June 2016 R2423 June 2016 P2610 Jan 2019 P2622 Feb 2017	P1140 7/19/2016 P2423 7/19/2016 R2423 7/19/2016 P2610 3/19/2019 P2622 5/2/2017	



<b>I. <u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>Date Policy or Regulation Adopted/Revised by Manasquan Schools</b>	<b>List name of noncompliant school(s) in the district</b>
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.					
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 1523 – Comprehensive Equity Plan</li> </ul> <b>Board of Education Resolution – May 14, 2019</b>	P1140 June 2016 P1523 June 2016	P1140 7/19/2016 P1523 July 2016	
1) Informing the school community the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 5512 – Harassment, Intimidation, &amp; Bullying</li> </ul>	P1140 June 2016 P5512 July 2018	P1140 7/19/2016 P5512 9/25/2018	
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> </ul>	P1140 June 2016	P1140 7/19/2016	

I. <b><u>BOARD RESPONSIBILITY</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>Date Policy or Regulation Adopted/Revised by Manasquan Schools</b>	<b>List name of noncompliant school(s) in the district</b>
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	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> </ul>	P1140 June 2016 P1510 Dec 2016 R1510 Dec 2016 P2260 June 2016 R2260 Nov 1992	P1140 7/19/2016 P1510 1/31/2017 R1510 1/31/2017 P2260 7/19/2016 R2260 6/14/2011	
4) Investigate and resolve discrimination complaints, grievances, and incidents between students and teachers or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>	P1140 June 2016 P1510 Dec 2016 R1510 Dec 2016 P2260 June 2016 R2260 Nov 1992 P5750 June 2016 R5750 Nov 1992	P1140 7/19/2016 P1510 1/31/2017 R1510 1/31/2017 P2260 7/19/2016 R2260 6/14/2011 P5750 7/19/2016 R5750 6/14/2011	

<b>I. <u>BOARD RESPONSIBILITY</u></b>	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>Date Policy or Regulation Adopted/Revised by Manasquan Schools</b>	<b>List name of noncompliant school(s) in the district</b>
5) Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> </ul>	P1140 June 2016 P2260 June 2016 R2260 Nov 1992	P1140 7/19/2016 P2260 7/19/2016 R2260 6/14/2011	
6) Authorize the AAO to conduct yearly equity training for all staff.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> </ul>	P1140 June 2016	P1140 7/19/2016	
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.	Yes	(For County Vocational School Districts Only) <ul style="list-style-type: none"> <li>• Policy &amp; Regulation 5111 – Eligibility of Resident/Nonresident Students</li> </ul>	P5111 Jan 2019 R5111 Jan 2019	P5111 3/19/2019 R5111 3/19/2019	



<b>II. STAFF DEVELOPMENT AND TRAINING</b> N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>Date Policy or Regulation Adopted/Revised by Manasquan Schools</b>	<b>List name of noncompliant school(s) in the district</b>
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 <b>every school year</b> , as follows:	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> </ul>	P1140 June 2016	P1140 7/19/2016	
1) To all certificated (administrative and professional) staff.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy &amp; Regulation 3240 – Professional Development for Teachers and School Leaders</li> </ul>	P1140 June 2016 P3240 May 2017 R3240 May 2017	P1140 7/19/2016 P3240 7/13/2017 R3240 6/13/2017	
2) To all non-certificated (non-professional) staff.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Affirmative Action Program</li> <li>• Policy 4240 – Employee Training</li> </ul>	P1140 June 2016 P4240 Nov 1992	P1140 7/19/2016 P4240 6/14/2011	

<b>III. SCHOOL AND CLASSROOM PRACTICES</b>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	Date Policy or Regulation Adopted/Revised by Manasquan Schools	List name of noncompliant school(s) in the district
<p>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</p> <p>1) Ensure that the district, charter school, or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and addresses the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status, or socioeconomic status.</p>	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2200 – Curriculum Content</li> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P2200 June 2016 R2200 June 2016 P2260 June 2016 R2260 Nov 1992 P5755 June 2016	P2200 7/19/2016 R2200 7/19/2016 P2260 7/19/2016 R2260 6/14/2011 P5755 7/19/2016	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>Date Policy or Regulation Adopted/Revised by Manasquan Schools</b>	<b>List name of noncompliant school(s) in the district</b>
Areas covered include, but are not limited to, the following:					
a) School climate and culture, safe and positive learning environment	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5512 – Harassment, Intimidation, and Bullying</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>	P2260 June 2016 R2260 Nov 1992 P5512 July 2018 P5750 June 2016 R5750 Nov 1992	P2260 7/19/2016 R2260 6/14/2011 P5512 9/25/2018 P5750 7/19/2016 R5750 6/14/2011	
b) Courses of study, including physical education	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 2422 – Health and Physical Education</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>	P2260 June 2016 R2260 Nov 1992 P2422 Jan 2019 P5750 June 2016 R5750 Nov 1992	P2260 7/19/2016 R2260 6/14/2011 P2422 3/19/2019 P5750 7/19/2016 R5750 6/14/2011	
c) Library materials/instructional materials and strategies	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>	P2260 June 2016 R2260 Nov 1992 P5750 June 2016 R5750 Nov 1992	P2260 7/19/2016 R2260 6/14/2011 P5750 7/19/2016 R5750 6/14/2011	



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d) Technology/software and audiovisual materials	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>	P2260 June 2016 R2260 Nov 1992 P5750 June 2016 R5750 Nov 1992	P2260 7/19/2016 R2260 6/14/2011 P5750 7/19/2016 R5750 6/14/2011	
e) 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 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 2411 – Guidance Counseling</li> <li>• Policy 5512 – Harassment, Intimidation, and Bullying</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>	P2260 June 2016 R2260 Nov 1992 P2411 June 2016 R2411 June 2016 P5512 July 2018 P5750 June 2016 R5750 Nov 1992	P2260 7/19/2016 R2260 6/14/2011 P2411 7/19/2016 R2411 7/19/2016 P5512 9/25/2018 P5750 7/19/2016 R5750 6/14/2011	
f) Extra-curricular programs and activities	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>	P2260 June 2016 R2260 Nov 1992 P5750 June 2016 R5750 Nov 1992	P2260 7/19/2016 R2260 6/14/2011 P5750 7/19/2016 R5750 6/14/2011	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>Date Policy or Regulation Adopted/Revised by Manasquan Schools</b>	<b>List name of noncompliant school(s) in the district</b>
g) Tests and other assessments	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>	P2260 June 2016 R2260 Nov 1992 P5750 June 2016 R5750 Nov 1992	P2260 7/19/2016 R2260 6/14/2011 P5750 7/19/2016 R5750 6/14/2011	
h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P2260 June 2016 R2260 Nov 1992 P5750 June 2016 R5750 Nov 1992 P5755 June 2016	P2260 7/19/2016 R2260 6/14/2011 P5750 7/19/2016 R5750 6/14/2011 P5755 7/19/2016	
2) Incorporate a multicultural curriculum in aspects in the instructional content and practices across the curriculum.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>	P2260 June 2016 R2260 Nov 1992 P5750 June 2016 R5750 Nov 1992	P2260 7/19/2016 R2260 6/14/2011 P5750 7/19/2016 R5750 6/14/2011	
3) Ensure that instruction in African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>	P2260 June 2016 R2260 Nov 1992 P5750 June 2016 R5750 Nov 1992	P2260 7/19/2016 R2260 6/14/2011 P5750 7/19/2016	

<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>Date Policy or Regulation Adopted/Revised by Manasquan Schools</b>	<b>List name of noncompliant school(s) in the district</b>
United States. (N.J.S.A. 18A:35-1)				R5750 6/14/2011	
4) Include instruction on the Holocaust and other genocide curricula for elementary and secondary school students. (N.J.S.A. 18A:35-28)	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> </ul>	P2260 June 2016 R2260 Nov 1992 P5750 June 2016 R5750 Nov 1992	P2260 7/19/2016 R2260 6/14/2011 P5750 7/19/2016 R5750 6/14/2011	
<p><b>B. Equality and Equity in Student Access</b> N.J.A.C. 6A:7-1.7; Titles VI &amp; VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard</p> <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:</p>	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 5750 – Equal Educational Opportunity</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P2260 June 2016 R2260 Nov 1992 P5750 June 2016 R5750 Nov 1992 P5755 June 2016	P2260 7/19/2016 R2260 6/14/2011 P5750 7/19/2016 R5750 6/14/2011 P5755 7/19/2016	



<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	<b>Compliant (Yes or No)</b>	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>Date Policy or Regulation Adopted/Revised by Manasquan Schools</b>	<b>List name of noncompliant school(s) in the district</b>
1) Ensure equal and barrier-free access to all school and classroom facilities.	Yes	• Policy 5755 – Equity in Educational Programs and Services	P5755 June 2016	P5755 7/19/2016	
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	P5755 June 2016	P5755 7/19/2016	
3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	• Policy 5755 – Equity in Educational Programs and Services	P5755 June 2016	P5755 7/19/2016	
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	P5755 June 2016	P5755 7/19/2016	

<b>III. SCHOOL AND CLASSROOM PRACTICES</b>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	Date Policy or Regulation Adopted/Revised by Manasquan Schools	List name of noncompliant school(s) in the district
a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P2260 June 2016 R2260 Nov 1992 P5755 June 2016	P2260 7/19/2016 R2260 6/14/2011 P5755 7/19/2016	
b) 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 5755 – Equity in Educational Programs and Services</li> </ul>	P5755 June 2016	P5755 7/19/2016	
c) Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status.	Yes	<ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P5755 June 2016	P5755 7/19/2016	
d) Ensure that all English language learners have equal	Yes	<ul style="list-style-type: none"> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P5755 June 2016	P5755 7/19/2016	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	Date Policy or Regulation Adopted/Revised by Manasquan Schools	List name of noncompliant school(s) in the district
and bias-free access to all school programs and activities.					
e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities.	Yes	<ul style="list-style-type: none"> <li>Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P5755 June 2016	P5755 7/19/2016	
f) 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</li> </ul>	P5111 Jan 2019 R5111 Jan 2019	P5111 3/19/2019 R5111 3/19/2019	
5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 2423 – Bilingual and ESL Education</li> </ul>	P2423 June 2016 R2423 June 2016	P2423 7/19/2016 R2423 7/19/2016	
6) 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 – Affirmative Action Program for School and Classroom Practices</li> <li>Policy 2460 – Special Education</li> <li>Regulation 2460.1 – Special Education - Location, Identification, and Referral</li> </ul>	P2260 June 2016 R2260 Nov 1992 P2460 Feb 2017 R2460.1 Feb 2017 R2460.8 Feb 2017	P2260 7/19/2016 R2260 6/14/2011 P2460 3/21/2017	



<b>III. <u>SCHOOL AND CLASSROOM PRACTICES</u></b>	Compliant (Yes or No)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>Date Policy or Regulation Adopted/Revised by Manasquan Schools</b>	<b>List name of noncompliant school(s) in the district</b>
		<ul style="list-style-type: none"> <li>• Regulation 2460.8 – Special Education - Free and Appropriate Public Education</li> <li>• Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs</li> <li>• Regulation 2460.15 – Special Education – In-Service Training Needs for Professional and Paraprofessional Staff</li> <li>• Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students</li> </ul>	R2460.9 Feb 2017 R2460.15 Feb 2017 R2460.16 Feb 2017	R2460.1 3/21/2017 R2460.8 3/21/2017 R2460.9 3/21/2017 R2460.15 3/21/2017 R2460.16 3/21/2017	
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	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> </ul>	P2260 June 2016 R2260 Nov 1992	P2260 7/19/2016 R2260 6/14/2011	
8) Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is provided the students, if not permitted to attend school by a doctor.	Yes	<ul style="list-style-type: none"> <li>• Policy 2416 – Programs for Pregnant Students</li> <li>• Policy 5752 – Marital Status and Pregnancy</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P2416 April 2005 P5752 April 2005 P5755 June 2016	P2416 6/14/2011 P5752 6/14/2011 P5755 7/19/2016	

<b>III. SCHOOL AND CLASSROOM PRACTICES</b>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	Date Policy or Regulation Adopted/Revised by Manasquan Schools	List name of noncompliant school(s) in the district
<p>C. Equality and Equity in Guidance Programs and Services N.J.A.C. 6A:7-1,7(c)Title IX, Education Amendments of 1972, &amp; Carl D. Perkins Vocational &amp; Technical Education Act of 1998</p> <p>Ensure that the district, charter, and renaissance school project's guidance program provides the following:</p>					
<p>1) Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.</p>	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2411 – Guidance Counseling</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P2411 June 2016 R2411 June 2016 P5755 June 2016	P2411 7/19/2016 R2411 7/19/2016 P5755 7/19/2016	
<p>2) The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.</p>	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> <li>• Policy &amp; Regulation 2411 – Guidance Counseling</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P2260 June 2016 R2260 Nov 1992 P2411 June 2016 R2411 June 2016 P5755 June 2016	P2260 7/19/2016 R2260 6/14/2011 P2411 7/19/2016 R2411 7/19/2016 P5755 7/19/2016	
<p>3) Guidance counselors are using bias-free materials.</p>	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 2411 – Guidance Counseling</li> <li>• Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P2411 June 2016 R2411 June 2016	P2411 7/19/2016 R2411 7/19/2016	

III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	Date Policy or Regulation Adopted/Revised by Manasquan Schools	List name of noncompliant school(s) in the district
			P5755 June 2016	P5755 7/19/2016	
<ul style="list-style-type: none"> <li>Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</li> </ul> <p>Ensure that the district, charter, and renaissance school project's physical education program is co-educational, as follows:</p> <p>1. All instructional activities are equitable and are co-educational.</p>	Yes	<ul style="list-style-type: none"> <li>Policy 2422 – Health and Physical Education</li> <li>Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P2422 Jan 2019 P5755 June 2016	P2422 3/19/2019 P5755 7/19/2016	
<p>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</p> <p>Ensure that the district, charter, and renaissance school project's Athletic Program accomplishes the following:</p>					
1) Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.	Yes	<ul style="list-style-type: none"> <li>Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P5755 June 2016	P5755 7/19/2016	
2) Ensures equitable scheduling of night games, practice times, locations, and numbers of games for male and female teams.	Yes	<ul style="list-style-type: none"> <li>Policy 5755 – Equity in Educational Programs and Services</li> </ul>	P5755 June 2016	P5755 7/19/2016	



III. <u>SCHOOL AND CLASSROOM PRACTICES</u>	Compliant (Yes or No)	Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	Date Policy or Regulation Adopted/Revised by Manasquan Schools	List name of noncompliant school(s) in the district
3) Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase, and maintenance of equipment, etc.	Yes	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> </ul>	P2260 June 2016 R2260 Nov 1992	P2260 7/19/2016 R2260 6/14/2011	
4) Provides comparable facilities for male and female teams.	Yes	<ul style="list-style-type: none"> <li>Policy &amp; Regulation 2260 – Affirmative Action Program for School and Classroom Practices</li> </ul>	P2260 June 2016 R2260 Nov 1992	P2260 7/19/2016 R2260 6/14/2011	

<b>IV.</b> <b><u>EMPLOYMENT/CONTRACT PRACTICES</u></b> 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)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>Date Policy or Regulation Adopted/Revised by Manasquan Schools</b>	<b>List name of noncompliant school(s) in the district</b>
<b>A.</b> Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows:  1) Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul>	P1510 Dec 2016 R1510 Dec 2016 P1530 June 2016 R1530 June 2016 P1550 April 2018 R1550 April 2018	P1510 1/31/2017 R1510 1/31/2017 P1530 7/19/2016 R1530 7/19/2016 P1550 5/8/2018 R1550 5/8/2018	
2) Target recruiting practices for under-represented populations in every category of employment.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> </ul>	P1530 June 2016 R1530 June 2016	P1530 7/19/2016 R1530 7/19/2016	
3) Ensure that the district, charter, and renaissance school project's employment applications and pre-employment inquiries conform to the guidelines of the	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1510 – Americans with Disabilities Act</li> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul>	P1510 Dec 2016 R1510 Dec 2016 P1530 June 2016 R1530 June 2016 P1550 April 2018	P1510 1/31/2017 R1510 1/31/2017 P1530 7/19/2016	

<b>IV.</b> <b><u>EMPLOYMENT/CONTRACT PRACTICES</u></b> 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 <b>MUST</b> include Board policy title, number and date of adoption.	Date Policy or Regulation Last Updated by Strauss Esmay	Date Policy or Regulation Adopted/Revised by Manasquan Schools	List name of noncompliant school(s) in the district
New Jersey Division on Civil Rights.			R1550 April 2018	R1530 7/19/2016 P1550 5/8/2018 R1550 5/8/2018	
4) Monitor promotions and transfers to ensure non-discrimination.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul>	P1530 June 2016 R1530 June 2016 P1550 April 2018 R1550 April 2018	P1530 7/19/2016 R1530 7/19/2016 P1550 5/8/2018 R1550 5/8/2018	
5) Ensure equal pay for equal work among members of the district, charter, and renaissance school project's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul>	P1530 June 2016 R1530 June 2016 P1550 April 2018 R1550 April 2018	P1530 7/19/2016 R1530 7/19/2016 P1550 5/8/2018 R1550 5/8/2018	



<b>IV.</b> <b><u>EMPLOYMENT/CONTRACT PRACTICES</u></b> 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)	<b>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</b>	<b>Date Policy or Regulation Last Updated by Strauss Esmay</b>	<b>Date Policy or Regulation Adopted/Revised by Manasquan Schools</b>	<b>List name of noncompliant school(s) in the district</b>
B. Ensure that the district, charter, and renaissance school project does not enter into, or maintain, contracts with persons, agencies, or organizations that discriminate in employment or in the provision of benefits or services, on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.	Yes	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul>	P1530 June 2016 R1530 June 2016 P1550 April 2018 R1550 April 2018	P1530 7/19/2016 R1530 7/19/2016 P1550 5/8/2018 R1550 5/8/2018	
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	<ul style="list-style-type: none"> <li>• Policy &amp; Regulation 1530 – Equal Employment Opportunities</li> <li>• Policy &amp; Regulation 1550 – Equal Employment/Anti-Discrimination Practices</li> </ul>	P1530 June 2016 R1530 June 2016 P1550 April 2018 R1550 April 2018	P1530 7/19/2016 R1530 7/19/2016 P1550 5/8/2018 R1550 5/8/2018	

# APPENDIX C: *COMPREHENSIVE EQUITY PLAN CORRECTIVE ACTIONS*

## I. BOARD RESPONSIBILITY

**SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:**

**OBJECTIVE:** For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19, to ensure that the Board of Education or Board of Trustees follows through with its responsibilities, including adoption or re-adoption of written equality and equity policies; the authorization of the AAO to develop a CEP; collection of disaggregated data; and adoption of the CEP and facilitate and support its implementation.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Evidence of Completion
			2016	2017	2018	Ongoing	

## II. STAFF DEVELOPMENT AND TRAINING

**SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:**

**OBJECTIVE:** For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 to provide in-service training for school personnel on a continuing basis to identify and resolve problems arising from prejudice 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.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline				Evidence of Completion
			2016	2017	2018	Ongoing	



### III. SCHOOL AND CLASSROOM PRACTICES: *EQUALITY AND EQUITY IN CURRICULUM*

**SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:**

**OBJECTIVE:** For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 for developing and/or revising curriculum to eliminate discrimination, add multicultural content, and promote understanding and mutual respect among all students.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline	Evidence of Completion
			2016 2017 2018 Ongoing	
A.1.a	Although we are already compliant with this indicator, we will be supplementing current curricula with student training in the areas of sexual harassment, LGBTQ, and others through the online Safe Schools platform. Students in grades 8-12 will take several online courses and engage in follow-up discussions as a way to foster a positive school climate.	Director of Guidance Services; High School Principal; K-8 Principal	2019-2020	Online course completion records in Safe Schools
A.1.a	Although we are already compliant with this indicator, we will be writing and implementing new curriculum units in Social Studies to include Laws of the 218 <sup>th</sup> Legislative Session Affecting Students, School, and Educators. This	Director of Curriculum and Instruction; High School Social Studies	Curriculum writing: Summer 2020	Curriculum units; lesson plans



	will include P.L. 2019, c. 6, (S-1569/A-1335) Inclusive Instruction LGBT and Disabled Contributions.	Faculty; Middle School Social Studies Faculty	Lesson Implementation: 2020-ongoing	
A.1.b	Although we are already compliant with this indicator, we will be writing and implementing new PE/Health curriculum to include Laws of the 218 <sup>th</sup> Legislative Session Affecting Students, School, and Educators. This will include P.L. 2018, c. 80 (A-2189/S-2092) Sexting and P.L. 2019, c. 16 (A-2190/S3108) Instruction on Meaning of Consent to Physical/Sexual Activity.	Director of Curriculum and Instruction; High School PE/Health Faculty; Middle School Counselor	Curriculum writing: Summer 2019  Lesson Implementation: 2019-ongoing	Curriculum units; lesson plans

### III. SCHOOL AND CLASSROOM PRACTICES: *EQUALITY AND EQUITY IN STUDENT ACCESS*

**SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:**

**OBJECTIVE:** For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 to provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, national origin, sexual orientation, gender, religion, English proficiency, socio-economic status, immigration status, housing status or disability.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline	Evidence of Completion
			2016 2017 2018 Ongoing	
B.4.a	Although we are already compliant with this indicator re: access and opportunity, we have elected to complete a demographic audit of our high school AP and Honors courses for the purposes of determining if female and minority enrollment mirrors the diversity of our overall population. From this audit, we will determine if and how we need to recruit more female and minority students into AP and Honors courses.	Director of Guidance Services; High School Principal	Audit: Summer 2019  Recruitment: Spring 2020	Enrollment data

### III. SCHOOL AND CLASSROOM PRACTICES: *EQUALITY AND EQUITY IN GUIDANCE PROGRAM SERVICES*

**SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:**

**OBJECTIVE:** For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 to provide equitable treatment, adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, migrant students, students experiencing homelessness and students with disabilities, and to ensure exposure and counseling services focused on careers in the science and technology industries, non-traditional career options and post-secondary opportunities for minority and female students.

Section/sub-section from	Implementation Strategies	Staff Responsible	Implementation Timeline	Evidence of Completion
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Needs Assessment			2016	2017	2018	Ongoing	

### III. SCHOOL AND CLASSROOM PRACTICES: *EQUITY IN PHYSICAL EDUCATION & ATHLETIC PROGRAMS*

**SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:**

**OBJECTIVE:** For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 to ensure that there is gender equity in all physical education and athletic programs, and to ensure equitable opportunities for all students to participate in athletics regardless of race, national origin, gender, sexual orientation, religion, English proficiency, housing status, socio-economic status or disability.

Section/sub-section from Needs Assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2016 2017 2018 Ongoing	Evidence of Completion

### IV. EMPLOYMENT/CONTRACT PRACTICES

**SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:**

**OBJECTIVE:** For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 to ensure equitable practices in employment at all levels of responsibility, and to avoid engaging in business with firms that discriminate on the basis of race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status, or disability.



Section/sub-section from needs assessment	Implementation Strategies	Staff Responsible	Implementation Timeline 2016 2017 2018 Ongoing	Evidence of Completion



*State of New Jersey*

DEPARTMENT OF EDUCATION  
Monmouth County Office

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PHILIP D. MURPHY  
*Governor*


SHEILA Y. OLIVER  
*Lt. Governor*

LAMONT O. REPOLLET, Ed.D.  
*Commissioner*

DR. LESTER W. RICHENS  
*Interim Executive County Superintendent*

July 11, 2019

TO: Dr. Frank Kasyan, Superintendent of Schools  
Manasquan Public School District

FROM: Lester W. Richens, Ed.D., Interim Executive County Superintendent   
Monmouth County Office

SUBJECT: Comprehensive Equity Plan for 2019-2022 Approval

We are pleased to inform you that your Comprehensive Equity Plan (CEP) for 2019-2022 has been approved. Please retain all documentation of the self-assessment in a centralized file.

N.J.A.C. 6A:7, *Managing for Equality and Equity in Education*, outlines responsibilities for achieving and maintaining compliance with all state and federal laws governing equity in educational programs. The responsibility of each district/charter/renaissance project school is to develop a three-year CEP that identifies and corrects all discriminatory and inequitable policies, programs, practices and conditions within or affecting its schools. The role of the New Jersey Department of Education is to ensure district/charter/renaissance project school compliance with N.J.A.C. 6A:7, *Managing for Equity*.

If you have any questions, please contact Deborah Bleisnick, your County Education Specialist at 732-431-7810. Best wishes to you throughout the school year.

c: Paula Bloom