

MANASQUAN  
School District



# **Comprehensive Equity Plan**

Schools Years

2025-2026 through 2027-2028

Approved by the Manasquan Board of Education

June 10, 2025

## 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: Manasquan School District**

*Table 1: Affirmative Action Team Members*

Name	Title	Grade Level (If applicable)	Signature
Donald Bramley	Affirmative Action Officer		
Jesse Place	Assistant Superintendent		
Cindy Cimino	Director of Special Services		
Lesley Kenney	Director of School Counseling Services		
Matthew Kukoda	Principal	9-12	
Megan Manetta	Principal, Parent	5-8	
Jaclyn Puleio	Principal	PK-4	
Craig Murin	Assistant Principal, Harassment, Intimidation, and Bullying Coordinator		

## Appendix B: District Comprehensive Equity Plan Needs Assessment

### Needs Assessments

Needs assessments for:

- Board Responsibilities (Tables 2–4)
- Staff Development and Training (Table 5)
- School and Classroom Practices (Table 6–13)

### Directions

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

#### Board Responsibilities

N.J.A.C. 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard

Adopt or re-adopt and implement written educational equity policies that require the following: (N.J.A.C. 6A:7-1.4a).

Table 2: Equity in School and Classroom Practices, that shall, as a minimum, do the following (N.J.A.C. 6A:7-1.7)

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Identify and address all forms of prejudice and discrimination in all district, charter or renaissance school project activities and programs, practices, curricula, instructional materials and assessments.	Yes	<ul style="list-style-type: none"><li>• Policy 1140 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li><li>• Policy 1523 – Comprehensive Equity Plan – Adopted June 2011, Revised May 2024</li><li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Regulation 2260 – Equity in School and Classroom Practices - Adopted June 2011, Revised May 2024</li><li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li><li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li></ul>	N/A

Ensure equitable access to all schools, facilities, activities and programs, and benefits for all students regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li> <li>• Policy 1523 – Comprehensive Equity Plan – Adopted June 2011, Revised May 2024</li> <li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Policy 2520 – Instructional Supplies – Adopted June 2011, Revised May 2023</li> <li>• Regulation 2520 – Instructional Supplies – Adopted May 2023</li> <li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011</li> <li>• Policy 5841 – Secret Societies – Adopted June 2011, Revised May 2024</li> <li>• Policy 5842 – Equal Access of Student Organizations – Adopted June 2011, Revised May 2024</li> </ul>	N/A
Provide equitable treatment for pregnant and married students	Yes	<ul style="list-style-type: none"> <li>• Policy 2416 – Programs for Pregnant Students – Adopted June 2011</li> <li>• Policy 5752 – Marital Status and Pregnancy – Adopted June 2011</li> </ul>	N/A

Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010, c122).	Yes	<ul style="list-style-type: none"> <li>• Policy 1523 – Comprehensive Equity Plan – Adopted June 2011, Revised May 2024</li> <li>• Policy 5512 – Harassment, Intimidation, or Bullying – Adopted Sept 2018, Revised May 2025</li> <li>• Policy 5541 - Anti-Hazing – Adopted Feb 2022</li> <li>• Policy 5751 – Sexual Harassment of Students – Adopted June 2011, Revised Nov 2021</li> <li>• Regulation 5751 – Sexual Harassment of Students– Adopted June 2011, Revised Nov 2021</li> <li>• Policy 8461 – Reporting Violence, Vandalism, Harassment, Intimidation, Bullying, Alcohol, Other Drug Offenses – Adopted June 2011, Revised May 2019</li> <li>• Regulation 8461 – Reporting Violence, Vandalism, Harassment, Intimidation, Bullying, Alcohol, Other Drug Offenses– Adopted June 2011, Revised May 2019</li> </ul>	N/A
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Table 3: Affirmative Action Officer, Affirmative Action Team, Develop Comprehensive Equity Plan

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter or renaissance school project school's Section 504 Officer and/or the district, charter or renaissance school project's Title IX Coordinator. (N.J.A.C. 6A-7-1.5).	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li> <li>• Policy 1510 – Americans With Disabilities Act – Adopted June 2011, Revised Jan 2017</li> <li>• Regulation 1510 – Americans With Disabilities Act– Adopted June 2011, Revised Jan 2017</li> <li>• Policy 2418 – Section 504 of the Rehabilitation Act of 1973 – Students – Adopted Feb 2017</li> <li>• Regulation 2418 – Section 504 of the Rehabilitation Act of 1973 – Students – Adopted Feb 2017</li> </ul>	N/A
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 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li> <li>• Policy 1523 – Comprehensive Equity Plan – Adopted June 2011, Revised May 2024</li> </ul>	N/A
Authorize the Affirmative Action Officer and team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress, and complete the District Performance Review in the NJQSAC. Charter and renaissance school	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li> <li>• Policy 1523 – Comprehensive Equity Plan – Adopted June 2011, Revised May 2024</li> </ul>	N/A

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
projects will report annual progress in the NJDOE, Office of Charter and Renaissance Schools Annual Report.			
Collect and analyze Annual Yearly Progress Target data for underperforming student groups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K–12 promotion/retention data; Pre-K–12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming student groups on Annual Yearly Progress Target reports for State assessments.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li> <li>• Policy 2423 – Bilingual Education – Adopted June 2011, Revised May 2024</li> <li>• Regulation 2423 – Bilingual Education– Adopted June 2011, Revised May 2024</li> <li>• Policy 2610 – Educational Program Evaluation – Adopted June 2011, Revised April 2019</li> <li>• Policy 2622 – Student Assessment – Adopted June 2011, Revised March 2022</li> <li>• Regulation 2622 – Student Assessment – Adopted June 2011, Revised March 2022</li> </ul>	N/A



Table 4: Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking or authorizing the following actions:

Board Responsibility	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Inform the school community of the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equity in educational activities and programs.	Yes	<ul style="list-style-type: none"> <li>Policy 1140 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li> <li>Policy 1523 – Comprehensive Equity Plan – Adopted June 2011, Revised May 2024</li> <li>Policy 5512 – Harassment, Intimidation, or Bullying – Adopted Sept 2018, Revised May 2025</li> </ul>	N/A
Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and train the AAO to handle the district, charter, or renaissance school projects equity responsibilities.	Yes	<ul style="list-style-type: none"> <li>Policy 1140 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li> </ul>	N/A
Inform students, staff and the community of the name, office address, and phone number of the district, charter, or renaissance school project's AAO, and publicize the location and availability of the district, charter, or renaissance school project's CEP, policies, grievance procedures and annual reports.	Yes	<ul style="list-style-type: none"> <li>Policy 1140 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li> <li>Policy 1510 – Americans With Disabilities Act – Adopted June 2011, Revised Jan 2017</li> <li>Regulation 1510 – Americans With Disabilities Act– Adopted June 2011, Revised Jan 2017</li> <li>Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> </ul>	N/A

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
		<ul style="list-style-type: none"> <li>Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> </ul>	
Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	<ul style="list-style-type: none"> <li>Policy 1140 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li> <li>Policy 1510 – Americans With Disabilities Act – Adopted June 2011, Revised Jan 2017</li> <li>Regulation 1510 – Americans With Disabilities Act– Adopted June 2011, Revised Jan 2017</li> <li>Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>Policy 2418 – Section 504 of the Rehabilitation Act of 1973 – Students – Adopted Feb 2017</li> <li>Regulation 2418 – Section 504 of the Rehabilitation Act of 1973 – Students – Adopted Feb 2017</li> <li>Policy 5512 – Harassment, Intimidation, or Bullying – Adopted Sept 2018, Revised May 2025</li> <li>Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li> </ul>	N/A

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
		<ul style="list-style-type: none"> <li>• Policy 5751 – Sexual Harassment of Students – Adopted June 2011, Revised Nov 2021</li> <li>• Regulation 5751 – Sexual Harassment of Students– Adopted June 2011, Revised Nov 2021</li> </ul>	
Report on progress made in meeting the adequate yearly targets (as set by the NJDOE) for closing the achievement gap.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li> <li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Policy 2415 – Every Student Succeeds Act – Adopted June 2011, Revised Sept 2022</li> <li>• Regulation 2415 – Title I Services – Adopted June 2011</li> <li>• Policy 2610 – Educational Program Evaluation – Adopted June 2011, Revised April 2019</li> </ul>	N/A
Authorize the AAO to conduct yearly equity training for all staff.	Yes	<ul style="list-style-type: none"> <li>• Policy 1140 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li> </ul>	N/A
A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the county vocational	Yes	<p style="text-align: center;">N/A</p> <p style="text-align: center;">(For County Vocational School Districts Only)</p>	N/A

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
school district website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards.			

**Staff Development and Training**

Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement and opportunity gaps and other inequities arising from prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) **every school year**, as follows (Table 5).

*Table 5: Staff Development and Training (N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5)*

Staff Development and Training	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
All certificated (administrative and professional) staff.	Yes	<ul style="list-style-type: none"><li>• Policy 1140 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li><li>• Policy 1523 – Comprehensive Equity Plan – Adopted June 2011, Revised May 2024</li><li>• Policy 3240 – Professional Development for Teachers and School Leaders – Adopted June 2011, Revised July 2017</li><li>• Regulation 3240 – Professional Development for Teachers and School Leaders – Adopted June 2011, Revised June 2017</li></ul>	N/A
All non-certificated (non-professional) staff	Yes	<ul style="list-style-type: none"><li>• Policy 1140 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li><li>• Policy 4240 – Employee Training – Adopted June 2011</li><li>• Regulation 4240 – Employee Training – Adopted June 2011</li></ul>	N/A

**School and Classroom Practices**

*A. Equity in Curriculum*

(Tables 6 and 7)

N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard

Ensure that the district, charter school or renaissance school project’s curriculum and instruction are aligned to the New Jersey Student Learning Standards and address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational activities and programs and by providing opportunities for students to interact positively with others regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a). Areas covered include, but are not limited to, the following (Tables 6 and 7)

*Table 6: Equity in Curriculum*

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
School climate and culture, safe and positive learning environment.	Yes	<ul style="list-style-type: none"><li>• Policy 1140 – Educational Equity Policies/Affirmative Action – Adopted June 2011, Revised May 2024</li><li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Policy 5512 – Harassment, Intimidation, or Bullying – Adopted Sept 2018, Revised May 2025</li><li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li><li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li></ul>	N/A
Courses of study, including Physical Education	Yes	<ul style="list-style-type: none"><li>• Policy 2200 – Curriculum Content – Adopted June 2011, Revised August 2024</li><li>• Regulation 2200 – Curriculum Content – Adopted June 2011, Revised May 2024</li><li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li></ul>	N/A

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"> <li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Policy 2422 – Comprehensive Health and Physical Education – Adopted June 2011, Revised Oct 2021</li> <li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li> </ul>	
Library materials/Instructional materials and strategies	Yes	<ul style="list-style-type: none"> <li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Policy 2520 – Instructional Supplies – Adopted June 2011, Revised May 2023</li> <li>• Regulation 2520 – Instructional Supplies – Adopted May 2023</li> <li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li> </ul>	N/A
Technology/software and audio-visual materials	Yes	<ul style="list-style-type: none"> <li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li> </ul>	N/A

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, and grievance procedures.	Yes	<ul style="list-style-type: none"> <li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Policy 2411 – Guidance Counseling – Adopted June 2011, Revised May 2024</li> <li>• Regulation 2411 – Guidance Counseling – Adopted June 2011, Revised July 2016</li> <li>• Policy 5512 – Harassment, Intimidation, or Bullying – Adopted Sept 2018, Revised May 2025</li> <li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li> </ul>	N/A
Extra-curricular activities and programs	Yes	<ul style="list-style-type: none"> <li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li> </ul>	N/A
Tests and other assessments	Yes	<ul style="list-style-type: none"> <li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Policy 2428.1 – Standards-Based Instructional Priorities – Adopted June 2011</li> <li>• Policy 2622 – Student Assessment – Adopted June 2011, Revised March 2022</li> </ul>	N/A



School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"> <li>Regulation 2622 – Student Assessment – Adopted June 2011, Revised March 2022</li> <li>Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li> </ul>	
Reduction and/or prevention of under representation of minority, female and male students in all classes, activities and programs.	Yes	<ul style="list-style-type: none"> <li>Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li> </ul>	N/A

Table 7: Equity in Curriculum

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	<ul style="list-style-type: none"> <li>Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li> </ul>	N/A
Ensure the Amistad Commission Curriculum is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)	Yes	<ul style="list-style-type: none"> <li>Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> </ul>	N/A

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"> <li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Policy 2422 – Comprehensive Health and Physical Education – Adopted June 2011, Revised Oct 2021</li> <li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li> </ul>	
Ensure the Commission on Holocaust Education curriculum for elementary and secondary school students, as developmentally appropriate. (N.J.S.A. 18A:35-28)	Yes	<ul style="list-style-type: none"> <li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li> </ul>	N/A
Include instruction on all curricular requirements pursuant to N.J.A.C. 6A:8, including curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	<ul style="list-style-type: none"> <li>• Policy 2200 – Curriculum Content – Adopted June 2011, Revised August 2024</li> <li>• Regulation 2200 – Curriculum Content – Adopted June 2011, Revised May 2024</li> <li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li> </ul>	N/A

*B. Equity in Student Access*

(Tables 8–10)

N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard

Provide equitable and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a) as follows (Table 8):

*Table 8: Equity in Student Access*

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Ensure equal and barrier-free access to all school and classroom facilities.	Yes	<ul style="list-style-type: none"><li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li><li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li></ul>	N/A
Attain minority representation of students within each school, including racial and ethnic balance, within each school which approximates the district, charter or renaissance school project’s overall minority racial and ethnic representation.	Yes	<ul style="list-style-type: none"><li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li><li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li></ul>	N/A
Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments.	Yes	<ul style="list-style-type: none"><li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li></ul>	N/A

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"><li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li><li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li><li>• Policy 7102 – Site Selection and Acquisition – Adopted Sept 2017</li><li>• Regulation 7102 – Site Selection and Acquisition – Adopted Oct 2017</li></ul>	
Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within schools, courses, classes, activities and programs or extracurricular activities, except as provided under N.J.A.C. 6A:7-1.7(b), which permits a district, at its discretion, to conduct portions of classes that deal exclusively with human sexuality in separate developmentally appropriate sessions based on gender identity, provided the course content for each such separately conducted sessions is the same.	Yes	<ul style="list-style-type: none"><li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li><li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li></ul>	N/A

Ensure that students are not separated or isolated on the basis of protected categories listed at N.J.A.C. 6A:7-1.1(a) resulting in disproportionate placement within schools, courses, classes, activities and programs or extracurricular activities (Tables 9 and 10)

Table 9: Equity in Student Access

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	<ul style="list-style-type: none"><li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li><li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li></ul>	N/A
Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Yes	<ul style="list-style-type: none"><li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li><li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li></ul>	N/A
Ensure equitable and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically advanced instructional assistance, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).	Yes	<ul style="list-style-type: none"><li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li><li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li></ul>	N/A

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Ensure that all multilingual learners have equal and bias-free access to all school activities and programs.	Yes	<ul style="list-style-type: none"> <li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Policy 2423 – Bilingual Education – Adopted June 2011, Revised May 2024</li> <li>• Regulation 2423 – Bilingual Education– Adopted June 2011, Revised May 2024</li> <li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li> </ul>	N/A
Ensure that all students with disabilities have equal and bias-free access to all school activities and programs.	Yes	<ul style="list-style-type: none"> <li>• Policy 1510 – Americans With Disabilities Act – Adopted June 2011, Revised Jan 2017</li> <li>• Regulation 1510 – Americans With Disabilities Act– Adopted June 2011, Revised Jan 2017</li> <li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>• Policy 2460 – Special Education – Adopted June 2011, Revised March 2017</li> <li>• Regulation 2460 – Special Education – Adopted June 2011, Revised March 2017</li> <li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li> <li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li> </ul>	N/A
Ensure that all schools’ registration procedures are in compliance with State and Federal regulations and case law.	Yes	<ul style="list-style-type: none"> <li>• Policy 5111 – Eligibility of Resident/Nonresident Students – Adopted June 2011, Revised May 2025</li> </ul>	N/A

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"><li>Regulation 5111 – Eligibility of Resident/Nonresident Students – Adopted June 2011, Revised May 2025</li></ul>	

Table 10: Equity in Student Access

School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of multilingual learners.	Yes	<ul style="list-style-type: none"> <li>Policy 2423 – Bilingual Education – Adopted June 2011, Revised May 2024</li> <li>Regulation 2423 – Bilingual Education– Adopted June 2011, Revised May 2024</li> </ul>	N/A
Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	<ul style="list-style-type: none"> <li>Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>Policy 2460 – Special Education – Adopted June 2011, Revised March 2017</li> <li>Regulation 2460 – Special Education – Adopted June 2011, Revised March 2017</li> <li>Regulation 2460.1 – Special Education - Location, Identification, and Referral – Adopted June 2011, Revised March 2017</li> <li>Regulation 2460.16 – Special Education - Instructional Material to Blind or Print-Disabled Students – Adopted June 2011, Revised March 2017</li> <li>Regulation 2460.8 – Special Education - Free and Appropriate Public Education – Adopted June 2011, Revised May 2019</li> <li>Regulation 2460.9 – Special Education - Transition From Early Intervention Programs to Preschool Programs – Adopted June 2011, Revised March 2017</li> </ul>	N/A
Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including multilingual learners.	Yes	<ul style="list-style-type: none"> <li>Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> <li>Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li> </ul>	N/A



School and Classroom Practices	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"><li>• Policy 2423 – Bilingual Education – Adopted June 2011, Revised May 2024</li><li>• Regulation 2423 – Bilingual Education– Adopted June 2011, Revised May 2024</li></ul>	
Ensure that all pregnant students are permitted to remain in the regular school activities and programs. Ensure that equivalent instruction is provided to the students, if not permitted to attend school by a doctor.	Yes	<ul style="list-style-type: none"><li>• Policy 2416 – Programs for Pregnant Students – Adopted June 2011</li><li>• Policy 5752 – Marital Status and Pregnancy – Adopted June 2011</li><li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li><li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li></ul>	N/A

C. Equity in Guidance Programs and Services

N.J.A.C. 6A:7-1.7(c)Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998

Ensure that the school district, charter or renaissance school project’s guidance program provides the following (Table 11):

Table 11: Guidance Programs and Services

Guidance Programs and Services	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Access to adequate and appropriate counseling services for all students, inclusive of any protected categories listed at N.J.A.C. 6A:7-1.1(a)	Yes	<ul style="list-style-type: none"><li>• Policy 2411 – Guidance Counseling – Adopted June 2011, Revised May 2024</li><li>• Regulation 2411 – Guidance Counseling – Adopted June 2011, Revised July 2016</li><li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li><li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li></ul>	N/A
The presentation of a full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and non-traditional careers.	Yes	<ul style="list-style-type: none"><li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Policy 2411 – Guidance Counseling – Adopted June 2011, Revised May 2024</li><li>• Regulation 2411 – Guidance Counseling – Adopted June 2011, Revised July 2016</li><li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li><li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li></ul>	N/A
Guidance counselors are using bias-free materials.	Yes	<ul style="list-style-type: none"><li>• Policy 2411 – Guidance Counseling – Adopted June 2011, Revised May 2024</li><li>• Regulation 2411 – Guidance Counseling – Adopted June 2011, Revised July 2016</li></ul>	N/A

Guidance Programs and Services	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
		<ul style="list-style-type: none"><li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li><li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li></ul>	

D. Equity in Physical Education  
N.J.A.C. 6A:7-1.7 (d) and Title IX, Education Amendment of 1972

Ensure that the district, charter or renaissance school project’s physical education program is co-educational, as follows (Table 12):

Table 12: Physical Education

Physical Education	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
All instructional activities are equitable and are co-educational.	Yes	<ul style="list-style-type: none"><li>• Policy 2422 – Comprehensive Health and Physical Education – Adopted June 2011, Revised Oct 2021</li><li>• Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>• Policy 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised May 2024</li><li>• Regulation 5750 – Equitable Educational Opportunity – Adopted June 2011, Revised June 2011</li></ul>	N/A

E. Equity in Athletic Programs

Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972

Ensure that the district, charter or renaissance school project’s Athletic Program accomplishes the following (Table 13):

Table 13: Athletic Programs

Athletic Programs	Compliant (Yes or No)	Documentation or evidence to substantiate compliance must include Board policy title, number and date of adoption and or revision	List name of noncompliant school(s) in the district
Ensures relatively equitable numbers of varsity and sub- varsity teams for male and female students.	Yes	<ul style="list-style-type: none"><li>Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li></ul>	N/A
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 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li></ul>	N/A
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 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li></ul>	N/A
Provides comparable facilities for male and female teams.	Yes	<ul style="list-style-type: none"><li>Policy 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li><li>Regulation 2260 – Equity in School and Classroom Practices – Adopted June 2011, Revised May 2024</li></ul>	N/A