

POLICY

NORTHVALE

BOARD OF EDUCATION
ADMINISTRATION

COMPREHENSIVE EQUITY PLAN

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1523 – COMPREHENSIVE EQUITY PLAN

The Board of Education will identify and correct discriminatory and inequitable policies, patterns, programs, and practices affecting its facilities, programs, students and staff. The school district will develop a Comprehensive Equity Plan once every three years to comply with equity requirements for which they are responsible, which are mandated by the Fourteenth Amendment of the U.S. Constitution; Article I, Paragraph 5 of the New Jersey State Constitution; N.J.S.A. 18A:36-20 and N.J.A.C. 6A: 7-1.1 et seq.; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; the Rehabilitation Act of 1973, and other related legislation.

The district will assess its needs for achieving equity and equality in educational programs based on an analysis of student performance data in accordance with N.J.A.C. 6A:7-1.4(c)1. The purpose of the needs assessment is to identify and eliminate discriminatory practices and other barriers to achieving equity in educational programs.

The Comprehensive Equity Plan shall address:

1. Professional development pursuant to N.J.A.C. 6A:7-1.6;
2. Equality in school and classroom practices pursuant to N.J.A.C. 6A:7-1.7; and
3. Equality in employment and contract practices pursuant to N.J.A.C. 6A:7-1.8.

The Comprehensive Equity Plan shall include goals, objectives, timelines, and benchmarks for measuring progress.

The Board shall submit the Comprehensive Equity Plan to the County Superintendent of Schools for approval and a copy shall be submitted to the Department of Education. If the plan is not approved by the County Superintendent, the plan shall be revised and re-submitted to the County Superintendent of Schools within thirty days of the notification of non-approval.



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The district shall, at the end of the school year, report their annual progress in the Quality Annual Assurance Report on achieving the objectives of the Comprehensive Equity Plan. The Superintendent shall also provide to the Department of Education:

1. A Statement of Assurances and certification that;
 - a. The district will continue to maintain compliance with N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; the Guidelines for the Desegregation of Public Schools in New Jersey and Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. section 794);
 - b. The district will perform all required activities as provided for in this Policy and report such assurances to the Board annually;
 - c. The district will continue the implementation of its approved Comprehensive Equity Plan; and
 - d. The Board will provide a resolution approving the Affirmative Action Officer for each school year of the three-year comprehensive plan.

Specific statements of Board policy and procedure regarding matters of equity are contained in the following policies and/or regulations:

- 1510 Rights of Persons With Handicaps
or Disabilities/Policy on Non-Discrimination
- 1530 Equal Employment Opportunities
- 1550 Affirmative Action Program for Employment
and Contract Practices/Employment Practices Plan
- 2260 Affirmative Action Program for School
and Classroom Practices
- 3362 Sexual Harassment - Teaching Staff Member
- 4352 Sexual Harassment - Support Staff Member
- 5700 Pupil Rights
- 5750 Equal Educational Opportunity
- 5751 Sexual Harassment of Pupils
- 5752 Marital Status and Pregnancy
- 5755 Equity in Educational Programs and Services
- 5770 Pupil Right to Privacy
- 5810 Pupil Participation in School Government
- 5841 Secret Societies



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5842 Equal Access to Pupil Organizations

The Comprehensive Equity Plan will be adopted by a Board of Education resolution and signed by the Superintendent. The Plan will be publicized throughout the community and will inform the pupils, staff and community of the Affirmative Action Officer, the location and availability of the school district's Plan and related policies.

Title VI of the Civil Rights Act of 1964

The Rehabilitation Act of 1973

N.J.S.A. 18A:36-20; 18A:38-1

N.J.A.C. 6A:7-1.1 et seq.

Title IX of the Education Amendments of 1972

Title VII, Civil Rights Act of 1964

Equal Pay Act of 1973

The Fourteenth Amendment of the U.S. Constitution

Article I, Paragraph 5 of the New Jersey State Constitution

N.J.S.A. 18A:38-1

State Board of Education Policy and Guidelines on Racial Balance of 1969 and 1972

Guidelines for the Desegregation of Public Schools in New Jersey (1989)

Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1979)

Guidelines for the Desegregation of Public Schools in New Jersey (1989)

Multi-Year Equity Plan - Forms and Directions to Assist School Districts In Developing a Multi-Year Plan To Provide Equality In Educational Programs (October 1995)

Revised and Approved: September 22, 2009

