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correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district/charter school's certificated and non-certificated staff and within every category of employment, including administration.	Ensure that the district/charter school provides equal and bias-free access to all categories of employment as follows:	EMPLOYMENT/CONTRACT PRACTICES N.J.A.C. 6A.7-1.8: Take VII, Cavil Rights Act of 1964; Title 1X, Education Amendments of 1972; N.J.S.A. 10:5; Equal Pay Act, 1973	students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Provides comparable facilities for male and female teams. Ensue that minority and male	 includes staff salaries, purchase and maintenance of equipment, etc.
	Compliant	Compliant or Non- compliant	Compliant	Compliant	
subjurgation to purply with	Policy #3334: Non-Discrimination/ Affirmative Action; 2/25/97 Policy #4111:Recruitment, Selection and Hiring; 4/29/97	Documentation or Evidence to Substantiate Compliance	bchavior logs, Child Study Team referrals.	Equal locker room facilities in buildings that require them. Suspension records expulsion records	
		List name of noncompliant school(s) in the district			

IV.	EMPLOYMENT/CONTRAC T PRACTICESconfinued	Compliant or Non- compliant	Documentation or Evidence to Substantiate Compliance	List name of noncompliant school(s) in the district
2)	Target under-utilized groups in every category of employment.	Compliant	See IV.A.(1)	
3)	Ensure that the district/charter			
	school's employment applications	Compliant	Application for Employment	
	and pre-employment indumes of the			
	New Jersey Division on Civil			
	Rights.			
<u>+</u>	Monitor promotions and transfers	Compliant	Policy #'s 4113/4114;	
	to ensure non-discrimination.		Assignment/Transfer; 4/29/97	
S)	Ensure equal pay for equal work			
	among members of the	Compliant	Salary Schedule/guide	.,
	district/charter school's staff,			
	regardless of race, creed, color,			
	national origin, ancestry, age,			
	manital status, affectional or sexual			
	orientation, gender, religion, disability or socioeconomic status.			
4)	Ensures that athletic programs		Athletic budget and extra-curricular	
	receive equitable treatment that	Compliant	salary schedule	
	includes staff salaries, purchase and			
	maintenance of equipment, etc.			
8)	Provides comparable facilities for	Compliant	Opdated per bond referendum. Site plan	
	male and female teams.			
	Ensure that the district/charter		Policy #3320: Purchasing Procedures;	
ġ.	school does not enter into, or			••••
	maintain, contracts with persons,	Compliant	Policy #3327: Relations with Vendors;	
	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,			
	marītal status, affectional or sexual			

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inarital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	national origin, ancestry, age,	regardless of race, creed, color,	Contract Practices for all persons,	Equality in Employment and	disability or socioeconomic status.	orientation, gender, religion,
			Compliant			
	3/11/97	Policy #3327: Relations with Vendors;	3/11/97	Policy #3320: Purchasing Procedures;		
					:	

NJ State Division on Civil Rights website: HYPERLINK "http://www.state.nj.us/lpc/dcr/" http://www.state.nj.us/lpc/dcr/ U.S. Dept. of Education Office for Civil Rights website: HYPERLINK

"http://www.ed.gov/about/offices/list/ocr/index.html?src=mr" http://www.ed.gov/about/offices/list/ocr/index.html?src=mr U.S. Dept. of Justice Civil Rights Division website: HYPERLINK "http://www.usdoj.gov/crt/crt-bome.html" U.S. Commission on Civil Rights website: HYPERLINK "http://www.usccr.gov/" http://www.usccr.gov/

http://www.usdoj.gov/crt/crt-home.html

COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE BOARD RESPONSIBILITIES Academic Years 2019-2022

DISTRICT/CHARTER SCHOOL: Pennsville School District

disaggregated data; and adoption of the CEP and facilitate and support its implementation. adoption or re-adoption of written equality and equity policies; the authorization of the AAO to develop a CEP; collection of Board of Education follows through with its responsibilities as defined on pages 12 and 13 of this document, including OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 to ensure that the

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STAFF DEVELOPMENT PROGRAM

DISTRICT/CHARTER SCHOOL: Pennsville School District

disability or socio-economic status. in-service training for school personnel on a continuing basis to identify and resolve problems arising from prejudice on the OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 to provide basis of race, creed, color, national origin, ancestry, agc, marital status, affectional or sexual orientation, gender, religion,

						M(.A.1.(a)	Section/subsection from needs assessment
resolve problems in the following areas: State Mandating	non-certified staff to	certified and	community members,	interested parents and	development to all	Provide staff	Implementation Strategies
	Consultanta	Development Committee	Professional		Officer	Affirmative Action	Staff Responsible
						 GCN Training reports 	Implementation Indicator of Timeline Accomplishment 19-20-21 Ongoing

		·		Trainings (Suicide Prevention, Gang Awareness, Affirmative Action, FERPA, ect.)
				vaicide Gang Action,

SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN CURRICULUM COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE Academic Years 2019-2022

DISTRICT/CHARTER SCHOOL: Pennsville School District

performing arts curriculum. OBJECTIVE: To provide opportunities for middle school classified resource center students to have equal access to fine and

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SCHOOL AND CLASSROOM PRACTICES: <u>EQUALITY AND EQUITY IN CURRICULUM</u>

DISTRICT/CHARTER SCHOOL: Pennsyille School District

respect among all students. and/or revising curriculum to eliminate discrimination, add multicultural content, and promote understanding and mutual OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 for developing

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SCHOOL AND CLASSROOM PRACTICES: <u>EQUALITY AND EQUITY IN STUDENT ACCESS</u>

DISTRICT/CHARTER SCHOOL: Pennsville School District

national origin, sexual orientation, gender, religion, English proficiency, socio-economic status or disability. and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 to provide equal

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SCHOOL AND CLASSROOM PRACTICES: <u>EQUALITY AND EQUITY IN GUIDANCE PROGRAM SERVICES</u>

DISTRICT/CHARTER SCHOOL: Pennsville School District

counseling services focused on careers in the science and technology industries, non-traditional career options and limited English-proficient students, non-college bound students, and students with disabilities, and to ensure exposure and equitable treatment, adequate and appropriate counseling services for ALL students, including females, minority students, post-secondary opportunities for minority and female students. OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 to provide

	NON-COMPLIANT AREAS: Use more than one page as needed. Section/subsection/from/needs Implementati on Res
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SCHOOL AND CLASSROOM PRACTICES: <u>EQUITY IN PHYSICAL EDUCATION & ATHLETIC PROGRAMS</u>

DISTRICT/CHARTER SCHOOL: Pennsville School District

there is gender equity in all physical education and athletic programs, and to ensure equitable opportunities for all students to socio-economic status or disability. participate in athletics regardless of race, national origin, gender, sexual orientation, religion, English proficiency, OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 to ensure that

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SCHOOL AND CLASSROOM PRACTICES: EQUITY IN PHYSICAL EDUCATION & ATHLETIC PROGRAMS

DISTRICT/CHARTER SCHOOL: Pennsville School District

participate in athletics regardless of race, national origin, gender, sexual orientation, religion, English proficiency, socio-economic status or disability. there is gender equity in all physical education and athletic programs, and to ensure equitable opportunities for all students to OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 to ensure that

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 Work with engineers to design facilities which are comparable to what boy's athletic teams have at stadium Coordinate with community in areas of budget and fundraising. 	 Construct Locker room facilities, with storage, rest rooms, and snack shack in close proximity to softball and field hockey fields. 	Implementation Strategies
	Supervisor of Phys. Ed. & Health High School Principal	Staff Responsible
		Implementati on Timeline 19-20-21 Ougoing
	Completion of renovation	Indicator of Accomplishme at

project.	Association to help with donation of funds for	4. Work with Pennsville Eagle Parent Athletic

COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE EMPLOYMENT AND CONTRACT PRACTICES Academic Years 2019-2022

DISTRICT/CHARTER SCHOOL: Pennsyille School District

basis of race, national origin, sexual orientation, gender, religion, English proficiency, socio-economic status, or disability. practices in employment at all levels of responsibility, and to avoid engaging in business with firms that discriminate on the OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 to ensure equitable

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