

	includes staff salaries, purchase and maintenance of equipment, etc.		
5)	Provides comparable facilities for male and female teams.	Compliant	Equal locker room facilities in buildings that require them.
(b)	Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications.	Compliant	Suspension records, expulsion records, behavior logs, Child Study Team referrals.
IV.	EMPLOYMENT/CONTRACT PRACTICES N.J.A.C. 6A:7-1.8: Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5 Equal Pay Act 1973	Compliant or Non-compliant	Documentation or Evidence to Substantiate Compliance
A.	Ensure that the district/charter school provides equal and bias-free access to all categories of employment as follows:	Compliant	Policy #3334: Non-Discrimination/Affirmative Action; 2/25/97 Policy #4111: Recruitment, Selection and Hiring; 4/29/97 Application for Employment
1)	Utilize equitable practices that 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.		

List name of noncompliant school(s) in the district

IV.	<u>EMPLOYMENT/CONTRACT PRACTICES</u>continued	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 and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.	Compliant	Application for Employment	
4)	Monitor promotions and transfers to ensure non-discrimination.	Compliant	Policy #'s 4113/4114; Assignment Transfer; 4/29/97	
5)	Ensure equal pay for equal work among members of the district/charter school's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.	Compliant	Salary Schedule/guide	
4)	Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Compliant	Athletic budget and extra-curricular salary schedule	
5)	Provides comparable facilities for male and female teams.	Compliant	Updated per bond referendum. Site plan	
B.	Ensure that the district/charter school 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	Compliant	Policy #3320: Purchasing Procedures; 3/11/97 Policy #3327: Relations with Vendors; 3/11/97	

	orientation, gender, religion, disability or socioeconomic status.			
C.	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.	Compliant	Policy #3320: Purchasing Procedures; 3/11/97 Policy #3327: Relations with Vendors; 3/11/97	

NJ State Division on Civil Rights website: [HYPERLINK "http://www.state.nj.us/lpc/der/"](http://www.state.nj.us/lpc/der/) <http://www.state.nj.us/lpc/der/>

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) <http://www.ed.gov/about/offices/list/ocr/index.html?src=mr>

U.S. Commission on Civil Rights website: [HYPERLINK "http://www.usccr.gov/"](http://www.usccr.gov/) <http://www.usccr.gov/>

U.S. Dept. of Justice Civil Rights Division website: [HYPERLINK "http://www.usdoj.gov/crt/crt-home.html"](http://www.usdoj.gov/crt/crt-home.html)

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

Academic Years 2019-2022
BOARD RESPONSIBILITY

OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 to ensure that the Board of Education follows through with its responsibilities as defined on pages 12 and 13 of this document, 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/subsection from needs assessment	Implementati on Strategies	Staff Responsible	Implementation Timeline	Indicator of Accomplishment
None				

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

STAFF DEVELOPMENT PROGRAM

DISTRICT/CHARTER SCHOOL: Pennsville School District

OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 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 or socio-economic status.

NON-COMPLIANT AREAS: Use more than one page as needed.

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

Trainings (Suicide Prevention, Gang Awareness, Affirmative Action, FERPA, ect.)				
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COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE **Academic Years 2019-2022**

SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN CURRICULUM

DISTRICT/CHARTER SCHOOL: Pennsville School District

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

NON-COMPLIANT AREAS: Use more than one page as needed.

Section/subsection from needs assessment	Implementation Strategies	Staff Responsible	Implementation on Timeline	Indicator of Accomplishment
NONE			19 20 21	

COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2019-2022

SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN CURRICULUM

DISTRICT/CHARTER SCHOOL: Pennsville School District

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

NON-COMPLIANT AREAS: Use more than one page as needed.

Section/subsection from needs assessment	Implementation on Strategies	Staff Responsible	Implementation on Timeline 19 20 21	Indicator of Accomplishment
NONE				

COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2019-2022

SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN STUDENT ACCESS

DISTRICT/CHARTER SCHOOL: Pennsville School District

OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 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 or disability.

NON-COMPLIANT AREAS: Use more than one page as needed.

Section/subsection from needs assessment	Implemented on	Staff Responsible	Implementation Timeline	Indicator of Accomplishment
None				

COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2019-2022

SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN GUIDANCE PROGRAM SERVICES

DISTRICT/CHARTER SCHOOL: Pennsville School District

OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 to provide equitable treatment, adequate and appropriate counseling services for ALL students, including females, minority students, limited English-proficient students, non-college bound students, 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.

NON-COMPLIANT AREAS: Use more than one page as needed.

Section/subsection from needs assessment	Implementati on Strategies	Staff Responsible	Implementation Timeline 19 20 21	Indicator of Accomplishment
None				

COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE

Academic Years 2019-2022

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

DISTRICT/CHARTER SCHOOL: Pennsville School District

OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 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, socio-economic status or disability.

NON-COMPLIANT AREAS: Use more than one page as needed.

Section/subsection from needs assessment	Implementation on Strategies	Staff Responsible	Implementation Timeline	Indicator of Accomplishment
NONE				

COMPREHENSIVE EQUITY PLAN FOR AREAS OF NONCOMPLIANCE
Academic Years 2019-2022
SCHOOL AND CLASSROOM PRACTICES: *EQUITY IN PHYSICAL EDUCATION & ATHLETIC PROGRAMS*

DISTRICT/CHARTER SCHOOL: Pennsville School District
OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 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, socio-economic status or disability.

NON-COMPLIANT AREAS: Use more than one page as needed.

Section/subsection from needs assessment	Implementation Strategies	Staff Responsible	Implementation on Timeline 19 20 21 Ongoing	Indicator of Accomplishment
III. E. 5.	<ol style="list-style-type: none"> 1. Construct Locker room facilities, with storage, rest rooms, and snack shack in close proximity to softball and field hockey fields. 2. Work with engineers to design facilities which are comparable to what boy's athletic teams have at stadium 3. Coordinate with community in areas of budget and fundraising. 	Supervisor of Phys. Ed. & Health High School Principal		Completion of renovation

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

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

DISTRICT/CHARTER SCHOOL: Pennsville School District

OBJECTIVE: Describe the district/charter school's plan to be implemented for Academic Years 2019-2022 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, socio-economic status, or disability.

NON-COMPLIANT AREAS: Use more than one page as needed.

Section/subsection from needs assessment	Implementation on Strategies	Staff Responsible	Implementation Timeline	Indicator of Accomplishment
	None			