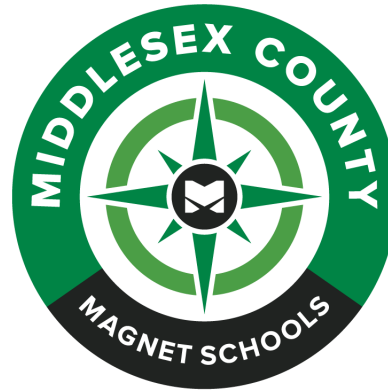


MIDDLESEX COUNTY MAGNET SCHOOLS



**COLLEGE READY.
CAREER READY.
LIFE READY.**

Comprehensive Equity Plan 2021-2022

Jorge E. Diaz, Chief School Administrator
Jeffrey Bicsko, Assistant Superintendent
David T. Johnson, Affirmative Action Officer

Department of Student Services and Program Development

Middlesex County Magnet Schools (NJ 23-3150)
112 Rues Lane, East Brunswick, NJ 08816
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District, Charter School and Renaissance School Project 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.

Table 1: Needs Assessment, Board Responsibility

I. 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
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:	Yes		
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	Policy 1140, Affirmative Action Program, 10/2016 Policy 1523, Comprehensive Equity Plan, 10/2016 Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 5750, Equal Educational Opportunity, 10/2016 Policy 5755, Equity in Educational Programs and Services, 10/2016	

I. 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
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, disability or socioeconomic status.	Yes	Policy 1140, Affirmative Action Program, 10/2016 Policy 1523, Comprehensive Equity Plan, 10/2016 Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 5750, Equal Educational Opportunity, 10/2016 Policy 5755, Equity in Educational Programs and Services, 10/2016	
c. Provide equitable treatment for pregnant and married students	Yes	Policy 2416, Programs for Pregnant Pupils, 12/2011 Policy 5752, Marital Status and Pregnancy, 12/2011	
d. Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122).	Yes	Policy 1523, Comprehensive Equity Plan, 10/2016 Policy 5512, Harassment, Intimidation and Bullying, 11/2019 Policy 5541, Anti-Hazing, 3/2022 Policy 5751, Sexual Harassment, 12/2011	
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	Policy 1523, Comprehensive Equity Plan, 10/2016 Policy 1530, Equal Employment Opportunities, 10/2016 Policy 1550, Affirmative Action Program for Employment and Contract Practices, 09/2018	

I. 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
3. The appointment of an Affirmative Action Officer (AAO) who can also serve as, or coordinate with, the district, charter and renaissance school project school's Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator.	Yes	Policy 1140, Affirmative Action Program, 10/2016 Resolution from 7/14/2021 BOE meeting is attached	
4. Provide staff development to ensure that all equity requirements are in compliance with N.J.A.C. 6A:7-1.6.	Yes	Policy 1140, Affirmative Action Program, 10/2016	
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	Policy 1140, Affirmative Action Program, 10/2016 Policy 1523, Comprehensive Equity Plan, 10/2016	
C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups	Yes	Policy 1140, Affirmative Action Program, 10/2016 Policy 2415.01, Academic Standards, Academic Assessments and Accountability, 12/14/2011 Policy 2423, Bilingual and ESL Education, 10/2016	

I. 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
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 subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments.		Policy 2610, Educational Program Evaluation, 10/2019 Policy 2622, Student Assessment, 03/2022	
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	Policy 1140, Affirmative Action Program, 10/2016 Policy 1523, Comprehensive Equity Plan, 10/2016	
1. Inform the school community the Board's policies prohibiting bias, harassment, discrimination and	Yes	Policy 1140, Affirmative Action Program, 10/2016 Policy 5512, Harassment, Intimidation, and Bullying, 11/2019 https://www.mcmsnj.net/cms/lib/NJ01911694/Centricity/Domain/293/PolicyEdition%202021-2022%20.pdf	

I. 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
segregation; and ensuring equality in educational programs.			
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	Policy 1140, Affirmative Action Program, 10/2016	
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	Policy 1140, Affirmative Action Program, 10/2016 Policy 1510, American With Disabilities Act, 3/2017 Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 MCVTS Website	
4. Investigate and resolve discrimination complaints, grievances and incidents between students and teachers or among students, based on race, national	Yes	Policy 1140, Affirmative Action Program, 10/2016 Policy 1510, American With Disabilities Act, 03/2017 Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 5750, Equal Educational Opportunity, 10/2016	

I. 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
origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability.			
5. Report on progress made in meeting the adequate yearly targets (as set by the Department of Education) for closing the achievement gap.	Yes	Policy 1140, Affirmative Action Program, 10/2016 Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 2415.01, Academic Standards, Academic Assessments and Accountability, 11/22/2022 BOE Meeting Presentation (attached)	
6. Authorize the AAO to conduct yearly equity training for all staff.	Yes	Policy 1140, Affirmative Action Program, 10/2016 AAO Training Presentation (attached)	
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) Policy 5111, Eligibility of Resident/Nonresident Students, 10/2021	

Table 2: Needs Assessment, Staff Development and Classroom Practices

I. Staff Development And Training N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5	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
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 every school year , as follows:	Yes	Policy 1140, Affirmative Action Program, 10/2016	
1. To all certificated (administrative and professional) staff.	Yes	Policy 1140 Affirmative Action Program, 10/2016 Policy 2260, Affirmative Action Program for School and Classroom Practices Complaint Procedures, 10/2016 Policy 1550, Equal Employment/Anti-Discrimination Practices 09/2018 Policy 3240, Professional Development for Teachers and School Leaders, 8/2017 Policy 5750, Equal Educational Opportunity, 10/2016	
2. To all non-certificated (non-professional) staff.	Yes	Policy 1140, Affirmative Action Program, 10/2016 Policy 2260, Affirmative Action Program for School and Classroom Practices Complaint Procedures, 10/2016 Policy 4240, Employee Training, 12/2011 Policy 1550, Equal Employment/Anti-Discrimination Practices, 09/2018 Policy 5750, Equal Educational Opportunity, 10/2016	

Table 3: Needs Assessment, School and Classroom Practices

III.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
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 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. Areas covered include, but are not limited to, the following:	Yes	Policy 2200. Curriculum Content, 10/2016 Policy 2260, Affirmative Action Program for School and Classroom Practices Complaint Procedures, 10/2016 Policy 2415.01, Academic Standards, Academic Assessments and Accountability, 12/2011 Policy 5755, Equity in Educational Programs and Services, 10/2016	
a. School climate and culture, safe and positive learning environment.	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices Complaint Procedures, 10/2016 Policy 5512, Harassment, Intimidation, and Bullying, 11/2019 Policy 5750, Educational Opportunity Complaint Procedures, 10/2016	

III.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
b. Courses of study, including Physical Education	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 2422, Health and Physical Education, 10/2021 Policy 5750, Equal Educational Opportunity, 10/2016	
c. Library materials/Instructional materials and strategies	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 5750, Equal Educational Opportunity, 10/2016	
d. Technology/software and audio- visual materials	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 5750, Equal Educational Opportunity, 10/2016	
e. Guidance and counseling, including harassment, intimidation and bullying, sexual harassment, & grievance procedures	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 2411, Guidance Counseling, 10/2016 Policy 5512, Harassment, Intimidation and Bullying, 11/2019 Policy 5541, Anti-Hazing, 3/2022 Policy 5750, Equal Educational Opportunity, 10/2016	
f. Extra-curricular programs and activities	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 5750, Equal Educational Opportunity, 10/2016	
g. Tests and other assessments	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 5750, Equal Educational Opportunity, 10/2016	
h. Reduction and/or prevention of under representation of minority, female and male students in all classes and programs	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 5750, Equal Educational Opportunity, 10/2016 Policy 5755, Equity in Educational Programs and Services, 10/2016	
2. Include a multicultural curriculum in the instructional content and practices across the curriculum.	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 5750, Equal Educational Opportunity, 10/2016	
3. Ensure that instruction on African- American History, including the	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016	

Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1)		Policy 5750, Equal Educational Opportunity, 10/2016	
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III.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
4. Include instruction on the Holocaust and other genocide curricula in the curriculum for elementary and secondary school students. (N.J.S.A. 18A:35-28)	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 5750, Equal Educational Opportunity, 10/2016	
A. Equality and Equity in Student Access 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 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:	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 5750, Equal Educational Opportunity, 10/2016 Policy 5755, Equity in Educational Programs and Services, 10/2016	
1. Ensure equal and barrier-free access to all school and classroom facilities.	Yes	Policy 5755, Equity in Educational Programs and Services, 10/2016	
2. Attain minority representation of students within each school, including racial and ethnic balance, within each school which	Yes	Policy 5755, Equity in Educational Programs and Services, 10/2016	

III.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
approximates the district, charter and renaissance school project's overall minority racial and ethnic representation.			
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, 10/2016	
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, 10/2016	
a. Ensure that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses, including math and science.	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 5755, Equity in Educational Programs and Services, 10/2016	
b. Ensure that minority and male students are not disproportionately represented in detentions,	Yes	Policy 5755, Equity in Educational Programs and Services, 10/2016	

III.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
suspensions, expulsions, dropouts, or special need classifications.			
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	Policy 5755, Equity in Educational Programs and Services, 10/2016	
d. Ensure that all English language learners have equal and bias-free access to all school programs and activities.	Yes	Policy 5755, Equity in Educational Programs and Services, 10/2016	
e. Ensure that all students with disabilities have equal and bias-free access to all school programs and activities	Yes	Policy 5755, Equity in Educational Programs and Services, 10/2016	
f. Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law.	Yes	Policy 5111, Eligibility of Residents/Nonresidents, 10/2021	

III.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
5. Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners.	Yes	Policy 2423, Bilingual and ESL Education, 10/2016	
6. Utilize bias-free measures for determining the special needs of students with disabilities.	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 2460, Special Education, 04/2017	
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	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016	
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	Policy 2416, Programs for Pregnant Pupils, 12/14/2011 Policy 5752, Marital Status and Pregnancy, 12/14/2011 Policy 5755, Equity in Educational Programs and Services, 10/2016	
A. Equality and 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	Yes		

III.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 the district, charter and renaissance school project's guidance program provides the following:			
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.	Yes	Policy 2411, Guidance Counseling, 10/2016 Policy 5755, Equity in Educational Programs and Services, 10/2016	
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.	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016 Policy 2411, Guidance Counseling, 10/2016 Policy 5755, Equity in Educational Programs and Services, 10/2016	
3. Guidance counselors are using bias-free materials.	Yes	Policy 2411, Guidance Counseling, 10/2016 Policy 5755, Equity in Educational Programs and Services, 10/2016	
Equality and Equity in Physical Education N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972 Ensure that the district, charter and renaissance school project's physical education program is co-educational, as follows: 1. All instructional activities are equitable and are co-educational.	Yes	Policy 2422, Health and Physical Education, 10/2021 Policy 5755, Equity in Educational Programs and Services, 10/2016	
D. Equality and Equity in Athletic Programs	Yes		

III.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
Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972 Ensure that the district, charter and renaissance school project's Athletic Program accomplishes the following:			
1. Ensures relatively equal numbers of varsity and sub-varsity teams for male and female students.	Yes	Policy 5755, Equity in Educational Programs and Services, 10/2016	
2. Ensures equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.	Yes	Policy 5755, Equity in Educational Programs and Services, 10/2016	
3. Ensures that athletic programs receive equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc.	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016	
4. Provides comparable facilities for male and female teams.	Yes	Policy 2260, Affirmative Action Program for School and Classroom Practices, 10/2016	

Table 4: Needs Assessment, Employment/Contract Practices

I. 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 (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
A. 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	Policy 1140, Affirmative Action Program 10/2016 Policy 1510, Americans With Disabilities Act, 03/2017 Policy 1530, Equal Employment Opportunities, 10/2016 Policy 1550, Equal Employment/Anti-Discrimination Practices, 09/2018	
2. Target recruiting practices for under-represented populations in every category of employment.	Yes	Policy 1140, Affirmative Action Program 10/2016 Policy 1530, Equal Employment Opportunities, 10/2016	
3. Ensure that the district, charter and renaissance school project's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.	Yes	Policy 1140, Affirmative Action Program 10/2016 Policy 1510, Americans With Disabilities Act, 03/2017 Policy 1530, Equal Employment Opportunities, 10/2016 Policy 1550, Equal Employment/Anti-Discrimination Practices, 09/2018	

I. 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 (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
4. Monitor promotions and transfers to ensure non-discrimination.	Yes	Policy 1140, Affirmative Action Program 10/2016 Policy 1530, Equal Employment Opportunities, 10/2016 Policy 1550, Equal Employment/Anti-Discrimination Practices, 09/2018	
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	Policy 1140, Affirmative Action Program 10/2016 Policy 1530, Equal Employment Opportunities, 10/2016 Policy 1550, Equal Employment/Anti-Discrimination Practices, 09/2018	
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	Policy 1140, Affirmative Action Program 10/2016 Policy 1530, Equal Employment Opportunities, 10/2016 Policy 1550, Equal Employment/Anti-Discrimination Practices, 09/2018	
C. Provide Equality in Employment and Contract Practices for all persons,	Yes	Policy 1140, Affirmative Action Program 10/2016 Policy 1530, Equal Employment Opportunities, 10/2016 Policy 1550, Equal Employment/Anti-Discrimination Practices, 09/2018	

I. 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 (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
regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.			

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
David Johnson	Affirmative Action Officer		
Jorge Diaz	Superintendent		
Jeffrey Bicsko	Assistant Superintendent		
Eugene Catanzaro	Director of Curriculum and Instruction		

Comprehensive Equity Plan Statement of Assurance 2021-2022

School District, Charter School or Renaissance School Project Information School Year 2021-2022:

Name of County: Middlesex

Name of School District/Charter School/Renaissance School Project: Middlesex County Vocational and Technical Schools

Address: 112 Rues Lane

Affirmative Action Office (AAO): David Johnson Telephone #: 732-257-3300 AAO Email: johnsond@mcvts.net

Alternate Contact Person: Jeffrey Bicsko Telephone #: 732-257-4400 Title: Assistant Superintendent Email: bicskoj@mcvts.net

1. The school district, charter school or renaissance school project has reviewed its implementation strategies for school year 2020-2021 and provides assurance that the implementation timeline has been met at each school within the district, charter school or renaissance school project, if applicable. The areas of noncompliance as indicated in the CEP have met specific indicators of achievement at each site, if applicable, during this previous school year.
2. The school district, charter school or renaissance school project will continue to fully implement the NJDOE approved Comprehensive Equity Plan.
3. The 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: Jorge E. Diaz, Superintendent

Signature: _____

Date: _____