

Policy

MULTI-YEAR EQUITY PLAN

The Board of Education will identify and correct discriminatory and inequitable policies, programs, practices and conditions within the school district. The school district will develop a three-year plan 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 18A:10-5; 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 goal of the Multi-Year Equity Plan is to enable districts to comply with the above-named statutes, as [specified in N.J.A.C.6:4](#), Equality in Educational Programs, through the following:

Affirmative Action Plans:

1. School and Classroom Practices – Title VI of the Civil Rights Act of 1964; the Rehabilitation Act of 1973: N.J.S.A. 18A:10-5 and 18A:36-20.
2. Employment and Contract Practices-Title IX of the Education Amendments of 1972; Title VII, Civil Rights Act of 1964; N.J.S.A 18A:10-5 and 18A:36-20 Equal Pay Act of 1973; and N.J.A.C. 6:4-1.6.

A Multi-Year Equity Plan will be developed and submitted to the County Office of Education and the Bureau of Equal Educational Opportunity (BEEO). The Plan will be developed in compliance with the requirements set forth by the New Jersey Department of Education. The school district will conduct a comprehensive needs assessment of its equity compliance status. The essential components of the Multi-Year Equity Plan shall be:

1. A Statement of Assurance;
2. Board of Education Equity Policies – The policies will, as a minimum:
 - a. Identify and correct any form of prejudice and discrimination in all district programs, practices, curricula, instructional materials, and assessments.
 - b. Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of race, national origin, gender religion, English proficiency, socio-economic status, or disability.
 - c. Provide equitable treatment for pregnant and married students.
 - d. Prohibit or eliminate sexual harassment, and harassment.
3. A Board of Education resolution authorizing development and implementation of a Multi-Year Equity Plan, and appointing an Affirmative Action Officer, who will be a certificated staff person trained to handle the district's equity responsibilities.
4. A comprehensive assessment of the district's equity needs.
5. A Staff Development Program – A program to facilitate implementation of the Multi-Year Equity Plan to achieve Equality in Educational Programs, as specified in the Multi-Year Equity Plan to achieve Equality in Educational Programs, as specified in the [N.J.A.C. 6:4-1.1](#) et. seq., the Desegregation Guidelines; Section 504 of the Rehabilitation Act; The Civil Rights Act, 1964 and the Bilingual Education Law through:
 - a. Annual staff development for all certificated administrative and professional staff.
 - b. Staff development for all noncertified (non professional) staff at least every three years.
 - c. For parents to facilitate participation and support as needed.
6. A School and Classroom Practices Program for ensuring equity in the educational program.

MULI-YEAR EQUITY PLAN (continued)

7. An Employment and Contract Practices Program for ensuring equity in personnel and contract practices.

Each component of the Multi-Year Equity Plan must delineate the objectives to be achieved and the results expected in each of the three years of the plan. The plan will include the target gate for the completion of each major activity or milestone.

The school district implementation of the Multi-Year Equity Plan will begin on or before July 1, 1996. The Multi-Year Equity Plan is subject to approval by the New Jersey Department of Education and the Bureau of Equal Educational Opportunity.

Date:	June 18, 1996
Review/Update by NJSBA:	January 2008
Readopted:	September 15, 2008

Legal References:

- Title VI of the Civil Rights Act of 1964
- The Rehabilitation Act of 1973
- N.J.S.A. 18A:10-5 and 18A:36-20
- Title IX of the Education Amendments of 1972
- Title VII, Civil Rights Acts of 1964
- Equal Pay Act of 1973
- N.J.A.C. 6:4-1.6
- 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)
- Multi-Plan Equity Plan - Forms and Directions to Assist School Districts in Developing a Multi-Year Plan to provide Equality in Educational Programs (October, 1995)