

**The Gray Charter School
Board of Trustees
Policy**

Multi-Year Equity Plan

P523

The Board of Trustees

P523 MULTI-YEAR EQUITY PLAN

The Board of Trustees will identify and correct discriminatory and inequitable policies, programs, practices and conditions within or affecting the public schools. 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:

A. 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; and N.J.A.C. 6:4 - 1.1 through 1.5 (g).

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.

B. School desegregation Plan – 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); and N.J.A.C. 6:4 - 1.5 (d).

C. Civil Rights in Vocational Programs – The Fourteenth Amendment of the U.S. Constitution; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1979); Guidelines for the Desegregation of Public Schools in New Jersey (1989); and N.J.A.C. 6:4 - 1.1 et seq.

The Multi-Year Equity Plan will be developed and submitted to the County Office of Education and the Bureau of Bilingual Education and Equity Issues. 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 compliances status. The school district will then formulate an objective or objectives for each area of priority needs identified in the needs assessment. The essential components of the Multi-Year Equity Plan shall be:

1. A Statement of Assurance;
2. Board of Trustees Equity Policies – The policies will, as a minimum:
 - a. Identify and correct all forms 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 the pupil's race, color, creed, sexual orientation or sex, social or economic status, or disability;
 - c. Provide equitable treatment for pregnant and married students;
 - d. Prohibit or eliminate sexual harassment, and harassment on every other basis.
3. A Board of Trustees Resolution authorizing development and implementation of the Multi-Year Equity Plan, and appoint a district Affirmative Action Officer, who will be a certified 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 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 to all certified administrative and professional staff;
 - b. Staff development to all non-certificated (non-professional staff) staff at least every school year;
 - c. To parents and community to facilitate participation and support as needed;
6. A School and Classroom Practices Program for ensuring equity in the educational program; and
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 date for the completion of each major activity or milestone.

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 Disabilities
- 1530 Equal Employment Opportunities
- 1550 Affirmative Action Program for Employment and Contract Practices
- 2260 Affirmative Action Program for School and Classroom Practices
- 3362 Sexual Harassment – Teaching Staff Member
- 4352 Sexual Harassment – Support Staff Member
- 5700 Pupils 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

The Multi-Year Equity Plan will be adopted by a Board of Trustees resolution and signed by the Executive Director. The Plan will be publicized throughout the community and will inform the students, staff and community of the Affirmative Action Officer, the location and availability of the school district's Plan and related policies.

The Multi-Year Equity Plan is subject to approval by the New Jersey Department of Education and the Bureau of Bilingual Education and Equity Issues.

Title VI of the Civil Rights Act of 1964

The Rehabilitation Act of 1973

N.J.S.A. 18A:36 - 20

N.J.A.C. 6:4 - 1.1 through 1.5 (g)

Title IX of the Education Amendments of 1972

Title VII, Civil Rights Act 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 Elimination 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)

Adopted: 13 June 2003