

SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NJ
PUBLIC BOARD MEETING
May 15, 2017

FOR ACTION

RESOLUTION 3566

SUBJECT: ADOPT BOARD OF EDUCATION POLICIES

BE IT RESOLVED THAT the Board of Education adopt the following policies as presented:

- 1140 – Affirmative Action Program
- 1510 – Americans with Disabilities Act
- 1523 – Comprehensive Equity Plan
- 1550 – Affirmative Action Program for Employment and Contract Practices
- 3240 – Professional Development for Teachers and School Leaders

BACKGROUND INFORMATION

Policy 1140 Affirmative Action Program is a new policy for our district. This policy is broad in scope and applies not only to employment but also to educational programs. It also notes the requirements of the District's Affirmative Action Officer and his/her duties.

Policy 1510 Americans with Disabilities Act is being updated as a result of the Americans with Disabilities Act (ADA) Amendments Act of 2008 specifying how the definition of "disability" should be interpreted and applied. The amended policy also specifies additional responsibilities required by the administration and the Board.

Policy 1523 Comprehensive Equity Plan is being amended to add new language concerning the Board's obligations and requirements for a Comprehensive Equity Plan.

Policy 1550 Affirmative Action Program for Employment and Contract Practices is a rewrite of existing policy and provides explicit prohibition of discrimination in employment practices and in the provision of benefits or services to students or employees, including pay and the categories subject to protection under the policy.

Policy 3240 Professional Development for Teachers and School Leaders is being amended as a result of the revision of state regulations concerning Professional Licensure and Standards. The proposed policy is in accordance with the new regulation.