

Denise Ciletti

From: Beth Ann Coleman
Sent: Wednesday, February 27, 2019 7:55 AM
To: Denise Ciletti; Anita Genca
Subject: FW: OPRA request - Board of Education Discussion about Policy 5756 TRANSGENDER STUDENTS

Mike will scan emails.
Can you search board docs?

thanks

#bekind
Beth Ann Coleman RSBA
Business Administrator/Board Secretary
Collingswood and Oaklyn Public Schools
200 Lees Avenue
Collingswood NJ 08108
P-856-962-5700
F- 856-962-5723

-----Original Message-----

From: Jen Rossi [<mailto:opra+request-4235-4b147a49@requests.opramachine.com>]
Sent: Tuesday, February 26, 2019 7:25 PM
To: OPRA requests at Collingswood Board of Education
Subject: OPRA request - Board of Education Discussion about Policy 5756 TRANSGENDER STUDENTS

Dear Collingswood Board of Education,

This is a request for public records made under OPRA and the common law right of access. I am not required to fill out an official form. Please acknowledge receipt of this message.

Records requested:

Emails between Board of Education Members discussing the details in the writing of the original version and all revisions of Collingswood Board of Education Pupil Policy 5756 TRANSGENDER STUDENTS between 2/1/2014 and 2/25/2019.

All Board of Education Meeting Minutes from first and second readings of Policy 5756 TRANSGENDER STUDENTS From October 27, 2014-February 25, 2019

Minutes from any executive sessions that include discussion of Policy 5756 TRANSGENDER STUDENTS.

Yours faithfully,

Jen Rossi
114 E Palmer Avenue

Please use deliver records electronically via email to the below UNIQUE address for all replies to this request:
opra+request-4235-4b147a49@requests.opramachine.com

Is bcoleman@collsk12.org the wrong address for OPRA requests to Collingswood Board of Education? If so, please contact us using this form:

[https://opramachine.com/change_request/new?body=collingswood board of education](https://opramachine.com/change_request/new?body=collingswood_board_of_education)

Disclaimer: This message and any reply that you make will be published on the internet. Our privacy and copyright policies:

<https://opramachine.com/help/officers>

View this OPRA request & responses online:

https://opramachine.com/request/board_of_education_discussion_ab

Please note that in some cases publication of requests and responses will be delayed.

If you find this service useful as an OPRA custodian, please ask your web manager to link to us from your organisation's website.

Beth Ann Coleman

From: Joan Buehler <retrojoan.buehler@aol.com>
Sent: Monday, February 25, 2019 9:03 PM
To: Scott Oswald >; Fiona Henry >
Subject: Question about Kathleen Anne Joyce Foundation Donation

Good evening Dr. Oswald & Ms. Henry:

Will the BOE now take the Equity concerns back to the family foundation leaders, and ask that the gift in the future be given to the district, and not a specific school? She was, after all, also a longtime employee of the Collingswood School District as well. Or, do you already know that the family will insist on stipulating any gifts go exclusively to Zane North, and thus cause possible Equity problems in the future?

Any comment on the new Transgender Student Policy (I know the meat of it came from the state)?

Also, Dr. Oswald, if you wouldn't mind sending me the names of the winning girls' indoor track relay team so I can pass along to our sportswriters?

Thanks so much and have a great week,
Joan

Joan Buehler
Reporter

The Retrospect
732 Haddon Avenue
Collingswood, NJ 08108

cell: 609-472-8937
office: 856-854-1400

Beth Ann Coleman

From: Scott Oswald <soswald@collsk12.org>
Sent: Sunday, February 24, 2019 12:28 PM
To: Fiona Henry >
Subject: Fwd: February Agenda

FYI

----- Forwarded message -----

From: **Scott Oswald** <soswald@collsk12.org>
Date: Sun, Feb 24, 2019 at 12:27 PM
Subject: Re: February Agenda
To: William Stauts <stauts3@verizon.net>

Bill,

In responding to your other emails, I missed this one.

5337 Service Animals - the policy acknowledges that the mini horse is not a service animal by the definition. Without a doubt, somewhere at sometime, someone argued they needed a mini horse to access the school curriculum and programs on par with others. I am sure this policy is meant to protect the district against lawsuits (isn't everything?). Here is the ADA definition. <https://adata.org/faq/i-heard-miniature-horses-are-considered-be-service-animals-ada-true>

8860 Memorials - has nothing to do with the Zane North donation. P8860 exists already (since 2005), but includes a provision to fly the flag at half staff. That is not appropriate as only the President or Governor may order such. This revision removes the part about flying the flag at half-staff. Here is our current policy. <https://www.collingswood.k12.nj.us/ourpages/auto/2009/3/20/57124759/8860%20%20MEMORIALS.pdf>

5756 Transgender Students - I know you do not want to see the state guidelines, but I will link them here anyway. This policy comes directly from NJDOE guidance. The voters of this state elected a progressive governor and these are the values and beliefs he promotes. I'm just a tiny cog in the wheel that tries to keep you out of court. <https://nj.gov/education/students/safety/sandp/transgender/Guidance.pdf>

As for home school students, once the parent pulls the child out of school to home school him or her, we have no say whatsoever in the curriculum, experiences, or certification. There is no certification requirements. Parents can have their children make them lunch every day and give them credit for a cooking class. They do not get a Collingswood diploma or Collingswood services. It is up to the parent to prepare the child for the next level. Sometimes, if they student returns, we are the next level and we

either enjoy the fruits of the parent's labor, which happens, or we clean up the mess, which also happens. Thankfully, it doesn't happen often.

Scott

On Thu, Feb 21, 2019 at 4:45 PM William Stauts <stauts3@verizon.net> wrote:
Scott:

Sorry, it's me again. On the policies up for second rating, I will vote no for 5337, 8860 and 5756. I see no need to include miniature horses when the definition of service animal is limited to dogs. I believe the memorial wording should be tightened up, especially in view of my concerns as respects the Zane-North request. I am troubled by not advising parents of the students desire to change his/her name, by allowing genetic males to join a female team and by allowing the use of either male or female restrooms at the pupils discretion.

Policy 2431 listed for discussion raises a question for me. If the parent(s) of a home schooled child decides they are not qualified to teach chemistry and do not have a lab in their home, do we have any means to deny the child admission for chemistry? Or are we willing to accept the child on that basis?

OK, I think I'm done for the day.

Bill

--

#BeKind

Scott A. Oswald, Ed.D.

Superintendent

Collingswood and Oaklyn Public Schools

“It’s not the critic who counts. It’s not the man who points out how the strong man stumbles or where the doer of deeds could have done it better. The credit belongs to the person who is actually in the arena, whose face is marred with blood and sweat and dust, who, at the best, in the end, knows the triumph of high achievement, and who at the worst, if he fails, fails daring greatly.” - Theodore Roosevelt

--

#BeKind

Scott A. Oswald, Ed.D.

Superintendent

Collingswood and Oaklyn Public Schools

“It’s not the critic who counts. It’s not the man who points out how the strong man stumbles or where the doer of deeds could have done it better. The credit belongs to the person who is actually in the arena, whose face is marred with blood and sweat and dust, who, at the best, in the end, knows the triumph of high achievement, and who at the worst, if he fails, fails daring greatly.” - Theodore Roosevelt

Beth Ann Coleman

From: Ann Marie Smith <amsmith@njsba.org>
Sent: Friday, February 01, 2019 2:17 PM
To: Ann Marie Smith
Subject: NJSBA Daily Clips for Friday, February 1, 2019



NJSBA Daily Clips for Friday, February 1, 2019

NJSBA News - *(See below for upcoming NJSBA training programs – 2019)*

New Jersey Education News

Asbury Park Press

- [Keansburg schools brace for 'catastrophic' funding cuts; this family fights](#)
- [More NJ students to get computer science classes](#)

Burlington County Times

- [Gov. Murphy signs bill reducing speed near school on Route 130](#)

Mycentraljersey.com

- [New Jersey Science Olympiad steps up STEM for hundreds of pre-college students](#)
- [Rewards club sets new gold standard for Linden middle school](#)
- [Kean instant admission aids Plainfield students](#)
- [Plans for new Perth Amboy High School moving forward](#)

NJ101.5

- [NJ school districts scrambling to stop flu from spreading](#)
- [Minimum Wage Hike to Be Signed Into Law Monday](#)

NJ Biz

- [Murphy rejects 'responsible contractor policy' pension bill](#)

NJ Spotlight

- [\\$15 Minimum Wage on Verge of Becoming Law in New Jersey](#)

NJ Herald

- [Kittatinny teachers, board nearing contract](#)
- [McKeown School food drive supports local food pantries](#)
- [Holocaust survivors tell stories, preach acceptance to Kittatinny students](#)

New Jersey Stage

- [Arts ED NJ Presents "Embracing the Arts - A Pathway to Well-Rounded Education"](#)

Northjersey.com

- [Palisades Park high school welcomes South Korea educators and shares college prep lessons](#)
- [New Jersey becomes second state in nation to require that schools teach LGBT history](#)

Press of Atlantic City

- [Ocean City, Greater Egg to receive state grants for STEM education](#)
- [Sheriff's Office conducts K-9 drug sweep at Cape May Tech](#)
- [Bill delayed, court case proceeds and the fate of state test unclear](#)

TAPinto...

- [Annual Black History Scholarship Dinner to be Held at West Orange High School](#)

The Daily Journal

- [\\$15 minimum wage bill heads to Murphy's desk](#)
- [Here are the NJ schools that will get computer science grants](#)

National Education News

- [Charter Debates Could Be Coming to State Legislatures](#) (Education Week)
- [New Governors Aim to Funnel Money into Early Education](#) (Education Week)
- [What Traditional Classroom Grading Gets Wrong](#) (Education Week)
- [Scores were Lower When Students took PARCC Exams on Computers, Study Finds](#) (Education Week)
- [In 13 Years of Education Reporting, So Much Has Changed](#) (The New York Times)
- [New York Joins Movement to Abandon Use of Student Tests in Teacher Evaluations](#) (The New York Times)
- [Florida's new governor signs order to kill Common Core \(though it was technically dead already\)](#) (The Washington Post)
- ['It's absolutely terrible': When a charter school closes, what happens to the kids?](#) (The Washington Post)
- ['This is about who I am': Transgender teacher harassed at Md. schools, lawsuit alleges](#) (The Washington Post)
- [The little school that could: In Pennsylvania, a smorgasbord of learning](#) (The Washington Post)

NJSBA Upcoming Training Programs – 2019

- [Foundations for Success – February 5](#)
- [Analyzing and Constructing Salary Guides – February 8](#)

- Leadership Training, Making Meetings Matter – February 9
 - ✚ Hamilton (Mercer Co.)
 - ✚ Montville
 - ✚ Sewell
- NJSBA School Finance Conference – February 21
- Sustainable Practices Working Session – February 21
- Sustainable Practices Working Session – February 28
- Analyzing and Constructing Salary Guides – March 1
- The Annual NJSBA School Technology Conference - March 8

Beth Ann Coleman

From: Scott Oswald <soswald@collsk12.org>
Sent: Sunday, February 24, 2019 12:28 PM
To: Fiona Henry >
Subject: Fwd: February Agenda

FYI

----- Forwarded message -----

From: **Scott Oswald** <soswald@collsk12.org>
Date: Sun, Feb 24, 2019 at 12:27 PM
Subject: Re: February Agenda
To: William Stauts <stauts3@verizon.net>

Bill,

In responding to your other emails, I missed this one.

5337 Service Animals - the policy acknowledges that the mini horse is not a service animal by the definition. Without a doubt, somewhere at sometime, someone argued they needed a mini horse to access the school curriculum and programs on par with others. I am sure this policy is meant to protect the district against lawsuits (isn't everything?). Here is the ADA definition. <https://adata.org/faq/i-heard-miniature-horses-are-considered-be-service-animals-ada-true>

8860 Memorials - has nothing to do with the Zane North donation. P8860 exists already (since 2005), but includes a provision to fly the flag at half staff. That is not appropriate as only the President or Governor may order such. This revision removes the part about flying the flag at half-staff. Here is our current policy. <https://www.collingswood.k12.nj.us/ourpages/auto/2009/3/20/57124759/8860%20%20MEMORIALS.pdf>

5756 Transgender Students - I know you do not want to see the state guidelines, but I will link them here anyway. This policy comes directly from NJDOE guidance. The voters of this state elected a progressive governor and these are the values and beliefs he promotes. I'm just a tiny cog in the wheel that tries to keep you out of court. <https://nj.gov/education/students/safety/sandp/transgender/Guidance.pdf>

As for home school students, once the parent pulls the child out of school to home school him or her, we have no say whatsoever in the curriculum, experiences, or certification. There is no certification requirements. Parents can have their children make them lunch every day and give them credit for a cooking class. They do not get a Collingswood diploma or Collingswood services. It is up to the parent to prepare the child for the next level. Sometimes, if they student returns, we are the next level and we

either enjoy the fruits of the parent's labor, which happens, or we clean up the mess, which also happens. Thankfully, it doesn't happen often.

Scott

On Thu, Feb 21, 2019 at 4:45 PM William Stauts <stauts3@verizon.net> wrote:
Scott:

Sorry, it's me again. On the policies up for second rating, I will vote no for 5337, 8860 and 5756. I see no need to include miniature horses when the definition of service animal is limited to dogs. I believe the memorial wording should be tightened up, especially in view of my concerns as respects the Zane-North request. I am troubled by not advising parents of the students desire to change his/her name, by allowing genetic males to join a female team and by allowing the use of either male or female restrooms at the pupils discretion.

Policy 2431 listed for discussion raises a question for me. If the parent(s) of a home schooled child decides they are not qualified to teach chemistry and do not have a lab in their home, do we have any means to deny the child admission for chemistry? Or are we willing to accept the child on that basis?

OK, I think I'm done for the day.

Bill

--

#BeKind

Scott A. Oswald, Ed.D.

Superintendent

Collingswood and Oaklyn Public Schools

"It's not the critic who counts. It's not the man who points out how the strong man stumbles or where the doer of deeds could have done it better. The credit belongs to the person who is actually in the arena, whose face is marred with blood and sweat and dust, who, at the best, in the end, knows the triumph of high achievement, and who at the worst, if he fails, fails daring greatly." - Theodore Roosevelt

--

#BeKind

Scott A. Oswald, Ed.D.

Superintendent

Collingswood and Oaklyn Public Schools

“It’s not the critic who counts. It’s not the man who points out how the strong man stumbles or where the doer of deeds could have done it better. The credit belongs to the person who is actually in the arena, whose face is marred with blood and sweat and dust, who, at the best, in the end, knows the triumph of high achievement, and who at the worst, if he fails, fails daring greatly.” - Theodore Roosevelt

Collingswood Public Schools

Agenda Item Details

Meeting	Oct 27, 2014 - Minutes of Regular Board Meeting - October 27, 2014
Category	7. Superintendent's report
Subject	7.05 Policies - 1st Reading
Access	Public
Type	Information

Public Content

The following policies were presented to the Board for a first reading:

Policy

1522 School Level Planning - ABOLISHED
2468 Independent Educational Evaluations - Revised
5305 Health Services Personnel - Revised
5306 Health Services to Non Public Schools - Revised
5308 Student Health Records - Revised
5310 Health Services - Revised
5339 Screening for Dyslexia - NEW
5530 Substance Abuse - Revised
5600 Student Discipline - Revised
5756 Transgender Students - NEW
6641 Pupil Lunch Charges - NEW
8505 Wellness Policy/Nutrient Standards for Meals and Other Foods - Revised

[5339 \(M\) SCREENING FOR DYSLEXIA.pdf \(45 KB\)](#)

[2468 INDEPENDENT EDUCATIONAL EVALUATIONS-revised.pdf \(75 KB\)](#)

[8505 M WELLNESS POLICY - NUTRIENT STANDARDS FOR MEALS AND OTHER FOODS.pdf \(104 KB\)](#)

[6641 PUPIL LUNCH CHARGES.pdf \(30 KB\)](#)

[5756 TRANSGENDER STUDENTS.pdf \(46 KB\)](#)

[5310 \(M\) HEALTH SERVICES.pdf \(141 KB\)](#)

[5530 \(M\) SUBSTANCE ABUSE.pdf \(149 KB\)](#)

[Alert 204 Summary for ElanOnline \(3\).pdf \(56 KB\)](#)

[5306 \(M\) HEALTH SERVICES TO NONPUBLIC SCHOOLS.pdf \(49 KB\)](#)

[5305 HEALTH SERVICES PERSONNEL.pdf \(95 KB\)](#)

[5600 \(M\) STUDENT DISCIPLINE CODE OF CONDUCT.pdf \(79 KB\)](#)

1522 (M) SCHOOL-LEVEL PLANNING-ABOLISHED.pdf (45 KB)

5308 PUPIL HEALTH RECORDS.pdf (49 KB)

Administrative Content

Executive Content

POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 1 of 2
TRANSGENDER STUDENTS

5756 TRANSGENDER STUDENTS

The Board of Education strives to provide a safe and supportive environment for all students. In furthering this goal, the Board adopts this Policy to address the needs of transgender and gender nonconforming students enrolled in the school district.

For the purposes of this Policy:

1. "Gender expression" refers to the way a student represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
2. "Gender identity" means a student's deeply held sense or psychological knowledge of their own gender, regardless of the gender they were assigned at birth.
3. "Gender identity or expression" also means having or being perceived as having a gender-related identity or expression whether or not stereotypically associated with a person's assigned sex at birth.
4. "Gender nonconforming" describes a student whose gender expression differs from stereotypical expectations, such as "feminine" boys, "masculine" girls, and those who are perceived as androgynous.
5. "Transgender" describes students whose gender identity is different from their gender assigned at birth.

Gender-related identity may be provided to the school district by a parent of a student or by an adult student with evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity, or any other evidence that the gender-related identity is sincerely held as part of the student's core identity.

The Board of Education believes the responsibility for determining a student's gender-related identity rests with the student, or in the case of young students not yet able to advocate for themselves, with the parent. Therefore, the Board will accept a student's assertion of his or her gender identity when there is consistent and uniform assertion of the gender-related identity, or any other evidence that the gender-related identity is sincerely held as a part of the student's core identity. The Board authorizes the Superintendent or



POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756 / Page 2 of 2
TRANSGENDER STUDENTS

designee to question a student's asserted gender identity when there is a credible basis for believing the student's gender-related identity is being asserted for some improper purpose. Confirmation of a student's asserted gender must include a letter from a parent or the adult student to the Superintendent of Schools indicating the student is gender non-conforming.

The Board recognizes school-related issues regarding transgender students will vary on a case-by-case basis. Therefore, the Superintendent of Schools or designee will meet with the parent and student to discuss school-related issues such as the name and pronoun to be used by district staff in referring to the student, the gender identification to be used on the student's records, district staff members that should be informed of the student's access and use of restrooms, locker rooms, changing facilities, physical education classes, and other gender issues affecting the transgender student and his/her attendance at school. The school district will take reasonable measures to accommodate the needs of transgender students.

Adopted:



Collingswood Public Schools

Agenda Item Details

Meeting	Nov 24, 2014 - Minutes of Regular Board Meeting - November 24, 2014
Category	13. Policy and Miscellaneous
Subject	13.01 Policies-2nd Reading
Access	Public
Type	Action

Public Content

MOTION by Ms. Smith, second by Mr. Routzahn, on the recommendation of the Superintendent, to approve the policies presented for a second reading which were presented to the Board and are attached to these minutes:

Policy

1522	School Level Planning - ABOLISHED
2468	Independent Educational Evaluations - Revised
5305	Health Services Personnel - Revised
5306	Health Services to Non Public Schools - Revised
5308	Student Health Records - Revised
5310	Health Services - Revised
5339	Screening for Dyslexia - NEW
5530	Substance Abuse - Revised
5600	Student Discipline - Revised
5756	Transgender Students - NEW
6641	Pupil Lunch Charges - NEW
8505	Wellness Policy/Nutrient Standards for Meals and Other Foods - Revised

[1522 \(M\) SCHOOL-LEVEL PLANNING-ABOLISHED.pdf \(45 KB\)](#)

[5308 \(M\) PUPIL HEALTH RECORDS.pdf \(26 KB\)](#)

[5310 \(M\) HEALTH SERVICES.pdf \(36 KB\)](#)

[5306 \(M\) HEALTH SERVICES TO NONPUBLIC SCHOOLS.pdf \(26 KB\)](#)

[2468 INDEPENDENT EDUCATIONAL EVALUATIONS.pdf \(41 KB\)](#)

[5305 HEALTH SERVICES PERSONNEL.pdf \(38 KB\)](#)

[8505 M WELLNESS POLICY - NUTRIENT STANDARDS FOR MEALS AND OTHER FOODS.pdf \(46 KB\)](#)

[5530 \(M\) SUBSTANCE ABUSE.pdf \(50 KB\)](#)

[6641 PUPIL LUNCH CHARGES.pdf \(21 KB\)](#)

5600 (M) STUDENT DISCIPLINE CODE OF CONDUCT.pdf (41 KB)

5756 TRANSGENDER STUDENTS.pdf (24 KB)

5339 (M) SCREENING FOR DYSLEXIA.pdf (27 KB)

Administrative Content

Executive Content

POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 1 of 2
TRANSGENDER STUDENTS

5756 TRANSGENDER STUDENTS

The Board of Education strives to provide a safe and supportive environment for all students. In furthering this goal, the Board adopts this Policy to address the needs of transgender and gender nonconforming students enrolled in the school district.

For the purposes of this Policy:

1. "Gender expression" refers to the way a student represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
2. "Gender identity" means a student's deeply held sense or psychological knowledge of their own gender, regardless of the gender they were assigned at birth.
3. "Gender identity or expression" also means having or being perceived as having a gender-related identity or expression whether or not stereotypically associated with a person's assigned sex at birth.
4. "Gender nonconforming" describes a student whose gender expression differs from stereotypical expectations, such as "feminine" boys, "masculine" girls, and those who are perceived as androgynous.
5. "Transgender" describes students whose gender identity is different from their gender assigned at birth.

Gender-related identity may be provided to the school district by a parent of a student or by an adult student with evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity, or any other evidence that the gender-related identity is sincerely held as part of the student's core identity.

The Board of Education believes the responsibility for determining a student's gender-related identity rests with the student, or in the case of young students not yet able to advocate for themselves, with the parent. Therefore, the Board will accept a student's assertion of his or her gender identity when there is consistent and uniform assertion of the gender-related identity, or any other evidence that the gender-related identity is sincerely held as a part of the student's core identity. The Board authorizes the Superintendent or



POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 2 of 2
TRANSGENDER STUDENTS

designee to question a student's asserted gender identity when there is a credible basis for believing the student's gender-related identity is being asserted for some improper purpose. Confirmation of a student's asserted gender must include a letter from a parent or the adult student to the Superintendent of Schools indicating the student is gender non-conforming.

The Board recognizes school-related issues regarding transgender students will vary on a case-by-case basis. Therefore, the Superintendent of Schools or designee will meet with the parent and student to discuss school-related issues such as the name and pronoun to be used by district staff in referring to the student, the gender identification to be used on the student's records, district staff members that should be informed of the student's access and use of restrooms, locker rooms, changing facilities, physical education classes, and other gender issues affecting the transgender student and his/her attendance at school. The school district will take reasonable measures to accommodate the needs of transgender students.

Adopted: November 24, 2014



Collingswood Public Schools

Agenda Item Details

Meeting	Sep 28, 2015 - Minutes of Regular Board Meeting - September 28, 2015
Category	7. Superintendent's report
Subject	7.05 Policies - 1st Reading
Access	Public
Type	Information

Public Content

The following policies were presented to the Board for a first reading:

Policy

3322	Staff Member's Use of Personal Cellular Telephones/Other Communication Devices - Revised
4322	Staff Member's Use of Personal Cellular Telephones/Other Communication Devices - Revised
5330	Administration of Medication (M) - Revised
5339	Screening for Dyslexia (M) - Revised
5615	Suspected Gang Activity - Revised
5756	Transgender Students - Revised
8540	School Nutrition Programs - Revised
8550	Outstanding Food Service Charges - New
8820	Opening Exercises/Ceremonies - Revised

8550 OUTSTANDING FOOD SERVICE CHARGES.pdf (31 KB)

5615 SUSPECTED GANG ACTIVITY.pdf (48 KB)

3322 STAFF MEMBER'S USE OF CELLULAR TELEPHONES.pdf (34 KB)

Alert 206 Summary.pdf (52 KB)

5339 (M) SCREENING FOR DYSLEXIA.pdf (53 KB)

8540 SCHOOL NUTRITION PROGRAMS.pdf (60 KB)

5330 (M) ADMINISTRATION OF MEDICATION.pdf (63 KB)

4322 STAFF MEMBER'S USE OF CELLULAR TELEPHONES.pdf (45 KB)

8820 OPENING EXERCISES.pdf (31 KB)

5756 TRANSGENDER STUDENTS.pdf (60 KB)

Administrative Content

Executive Content

POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 1 of 3
TRANSGENDER STUDENTS

5756 TRANSGENDER STUDENTS

The Board of Education is committed to provide a safe, supportive, and inclusive learning environment for all students. In furthering this goal, the Board adopts this Policy to ensure all students, including transgender students, have equal educational opportunities and equal access to the school district's educational programs and activities. The Board of Education, administration, and all school staff members will comply with Federal and State laws and regulations regarding transgender students and no student shall be subjected to discrimination on the basis of gender identity or expression.

For the purposes of this Policy:

1. "Gender expression" refers to the way a student represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
2. "Gender identity" means a student's deeply held sense or psychological knowledge of their own gender, regardless of the gender they were assigned at birth.
3. "Gender identity or expression" also means having or being perceived as having a gender-related identity or expression whether or not stereotypically associated with a person's assigned sex at birth.
4. "Gender nonconforming" describes a student whose gender expression differs from stereotypical expectations, such as "feminine" boys, "masculine" girls, and those who are perceived as androgynous.
5. "Transgender" describes students whose gender identity is different from their gender assigned at birth.

The Board of Education believes the responsibility for determining a student's gender identity rests with the student; or, in the case of young students not yet able to advocate for themselves, with the parent. Therefore, the Board will accept a student's assertion of his or her gender identity when there is consistent and uniform assertion of the gender identity, or any other evidence that the gender identity is sincerely held as a part of the student's core identity. The Board of Education will not question or disregard the assertion of a student's gender identity. However, the Board authorizes the



POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 2 of 3
TRANSGENDER STUDENTS

Superintendent or designee to question a student's asserted gender identity when there is a credible basis for believing the student's gender identity is being asserted for some improper purpose.

Confirmation of a student's asserted gender identity must include a letter from a parent to the Superintendent of Schools indicating the student is gender non-conforming. In the event the parent does not consent to the student's gender identity, the Superintendent or designee will meet with the parent and the student to determine how the student's gender identity shall be addressed by the school district.

The Board recognizes school-related issues regarding transgender students will vary on a case-by-case basis. Therefore, the Superintendent of Schools or designee will meet with the parent and the student to discuss school-related issues. The issues to be discussed shall include, but are not limited to, the following:

1. Names/Pronouns – The school district will honor the request of the parent and student to have the student addressed by a name or pronoun different from those associated with the student's gender at birth.
2. Student Records – The school district's official, permanent student record will be maintained in accordance with Federal law, State statutes, and administrative code and will indicate the legal name and gender appearing on the student's birth certificate, unless there is a legal name change. However, the school district will use the name requested by the parent and student in other school-related documents to include, but not be limited to, student identification cards, library cards, school photographs, grade books, posted lists of student names, and any other places where students' names are commonly written.
3. Restrooms – Transgender students shall have access to the restroom that corresponds to their gender identity. The use of a "gender neutral" restroom, if available, shall be a matter of choice by a transgender student.
4. Locker Rooms – Transgender students shall have access to locker room facilities that correspond to their gender identity. The school district will make available a reasonable alternative changing area for a transgender student, if requested.
5. Physical Education Classes - Transgender students shall be permitted to participate in physical education classes in a manner consistent with their gender identity.



POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 3 of 3
TRANSGENDER STUDENTS

6. Intramurals Programs – A transgender student's participation in the school district's intramural athletic programs shall be in accordance with the eligibility requirements for participation in interscholastic athletics as determined by the New Jersey Interscholastic Athletic Association.
7. Interscholastic Athletics – A transgender student's participation in the school district's interscholastic athletic programs shall be in accordance with eligibility requirements for participation in interscholastic athletics as determined by the New Jersey State Interscholastic Athletic Association.
8. Dress Codes – Transgender students shall comply with the dress code requirements that correspond to their gender identity.

In the event a student no longer identifies with a previously asserted gender other than their gender at birth, a parent of the student must submit a letter to the Superintendent of Schools indicating the student is no longer gender nonconforming. The Superintendent or designee will meet with the parent and the student to discuss the transition of the student from gender nonconforming to gender conforming. In the event the parent does not consent to the student's assertion the student is no longer gender nonconforming, the Superintendent or designee will meet with the parent and the student to determine how the student's gender identity should be addressed by the school district.

The school district and school staff members will ensure the privacy of any student's transgender status and will not disclose or acknowledge a student's transgender status unless required to in accordance with any Federal law, State statute, administrative code, or if the parent and student have authorized such disclosure.

N.J.S.A. 10:5-1 et seq.
Title IX, 20 U.S.C. Section 1681

Adopted: November 24, 2014
Revised:



Collingswood Public Schools

Agenda Item Details

Meeting	Dec 14, 2015 - Minutes of Regular Board Meeting - December 14, 2015
Category	13. Policy and Miscellaneous
Subject	13.01 Policies-2nd Reading
Access	Public
Type	Action

Public Content

MOTION by Ms. Deets, second by Mr. Farrow, on the recommendation of the Superintendent, to approve the policies presented for a second reading which were presented to the Board and are attached to these minutes.

5756 Transgender Students

5756 TRANSGENDER STUDENTS.pdf (32 KB)

Administrative Content

Executive Content

POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 1 of 3
TRANSGENDER STUDENTS

5756 TRANSGENDER STUDENTS

The Board of Education is committed to provide a safe, supportive, and inclusive learning environment for all students. In furthering this goal, the Board adopts this Policy to ensure all students, including transgender students, have equal educational opportunities and equal access to the school district's educational programs and activities. The Board of Education, administration, and all school staff members will comply with Federal and State laws and regulations regarding transgender students and no student shall be subjected to discrimination on the basis of gender identity or expression.

For the purposes of this Policy:

1. "Gender expression" refers to the way a student represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
2. "Gender identity" means a student's deeply held sense or psychological knowledge of their own gender, regardless of the gender they were assigned at birth.
3. "Gender identity or expression" also means having or being perceived as having a gender-related identity or expression whether or not stereotypically associated with a person's assigned sex at birth.
4. "Gender nonconforming" describes a student whose gender expression differs from stereotypical expectations, such as "feminine" boys, "masculine" girls, and those who are perceived as androgynous.
5. "Transgender" describes students whose gender identity is different from their gender assigned at birth.

The Board of Education believes the responsibility for determining a student's gender identity rests with the student, or, in the case of young students not yet able to advocate for themselves, with the parent. Therefore, the Board will accept a student's assertion of his or her gender identity when there is consistent and uniform assertion of the gender identity, or any other evidence that the gender identity is sincerely held as a part of the student's core identity. The Board of Education will not question or disregard the assertion of a student's gender identity. However, the Board authorizes the



POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 2 of 3
TRANSGENDER STUDENTS

Superintendent or designee to question a student's asserted gender identity when there is a credible basis for believing the student's gender identity is being asserted for some improper purpose.

Confirmation of a student's asserted gender identity must include a letter from a parent to the Superintendent of Schools indicating the student is gender non-conforming. In the event the parent does not consent to the student's gender identity, the Superintendent or designee will meet with the parent and the student to determine how the student's gender identity shall be addressed by the school district.

The Board recognizes school-related issues regarding transgender students will vary on a case-by-case basis. Therefore, the Superintendent of Schools or designee will meet with the parent and the student to discuss school-related issues. The issues to be discussed shall include, but are not limited to, the following:

1. Names/Pronouns – The school district will honor the request of the parent and student to have the student addressed by a name or pronoun different from those associated with the student's gender at birth.
2. Student Records – The school district's official, permanent student record will be maintained in accordance with Federal law, State statutes, and administrative code and will indicate the legal name and gender appearing on the student's birth certificate, unless there is a legal name change. However, the school district will use the name requested by the parent and student in other school-related documents to include, but not be limited to, student identification cards, library cards, school photographs, grade books, posted lists of student names, and any other places where students' names are commonly written.
3. Restrooms – Transgender students shall have access to the restroom that corresponds to their gender identity. The use of a "gender neutral" restroom, if available, shall be a matter of choice by a transgender student.
4. Locker Rooms – Transgender students shall have access to locker room facilities that correspond to their gender identity. The school district will make available a reasonable alternative changing area for a transgender student, if requested.
5. Physical Education Classes - Transgender students shall be permitted to participate in physical education classes in a manner consistent with their gender identity.



POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 3 of 3
TRANSGENDER STUDENTS

6. Intramurals Programs – A transgender student's participation in the school district's intramural athletic programs shall be in accordance with the eligibility requirements for participation in interscholastic athletics as determined by the New Jersey Interscholastic Athletic Association.
7. Interscholastic Athletics – A transgender student's participation in the school district's interscholastic athletic programs shall be in accordance with eligibility requirements for participation in interscholastic athletics as determined by the New Jersey State Interscholastic Athletic Association.
8. Dress Codes – Transgender students shall comply with the dress code requirements that correspond to their gender identity.

In the event a student no longer identifies with a previously asserted gender other than their gender at birth, a parent of the student must submit a letter to the Superintendent of Schools indicating the student is no longer gender nonconforming. The Superintendent or designee will meet with the parent and the student to discuss the transition of the student from gender nonconforming to gender conforming. In the event the parent does not consent to the student's assertion the student is no longer gender nonconforming, the Superintendent or designee will meet with the parent and the student to determine how the student's gender identity should be addressed by the school district.

The school district and school staff members will ensure the privacy of any student's transgender status and will not disclose or acknowledge a student's transgender status unless required to in accordance with any Federal law, State statute, administrative code, or if the parent and student have authorized such disclosure.

N.J.S.A. 10:5-1 et seq.
Title IX, 20 U.S.C. Section 1681

Adopted: November 24, 2014
Revised: December 14, 2015



Collingswood Public Schools

Agenda Item Details

Meeting	Oct 22, 2018 - Minutes of Regular Board Meeting - October 22, 2018
Category	3. Committee of the Whole
Subject	3.01 Committee of the Whole - Board Member Topics
Access	Public
Type	Action

Public Content

MOTION by Ms. Kaiden, second by Ms. McCarthy, for the Collingswood Board of Education to move to the Committee of the Whole for the purpose of this section of the meeting.

MOTION CARRIED

The committee discussed the following:

1. Transgender guidelines for the school district as published by the Department of Education;
2. The board thanked Dr. Oswald for the development of the expanded Pre-K;
3. The community engagement committee met with representatives from Camden County Educational Services Commission with regard to their PR Services - Focus Group; and
4. Equity work - importance - timely.

MOTION by Ms. Miller, second by Ms. Kaiden, to adjourn the meeting.

MOTION CARRIED

Administrative Content

Executive Content



Transgender Student Guidance for School Districts

The New Jersey Law Against Discrimination ("NJLAD"), *N.J.S.A. 10:5-12(11)(f)*, generally makes it unlawful for schools to subject individuals to differential treatment based on race, creed, color, national origin, ancestry, marital status, domestic partnership or civil union status, sex, affectional or sexual orientation, gender identity or expression, disability or nationality.

Title IX of the Education Amendments of 1972 ("Title IX") specifically prohibits discrimination on the basis of sex in federally-funded education programs and activities [20 U.S.C. § 1681(a)].

N.J.S.A. 18A:36-41 directs the Commissioner of the New Jersey Department of Education to establish guidelines to provide direction for schools in addressing common issues concerning the needs of transgender students, and to assist schools in establishing policies and procedures that ensure a supportive and nondiscriminatory environment for transgender students.

This guidance was prepared by the New Jersey Department of Education after a review of policies and guidance from other states and organizations, and in consultation with educators, counselors, school psychologists, advocates, and parents. The intended purpose of this guidance is to help school and district administrators take steps to create an inclusive environment in which transgender and gender nonconforming students feel safe and supported, and to ensure that each school provides equal educational opportunities for all students, in compliance with *N.J.A.C. 6A:7-1.1 et seq.*

Communication with the student is paramount. Schools and school districts are encouraged to communicate openly, albeit confidentially, with students regarding their transgender status or gender identity. Proper communication with the student will ensure that appropriate steps are taken to determine a student's preferences and address potential privacy concerns and associated risks to the student's well-being.

1. Definitions

A safe and supportive environment within a school begins with understanding and respect. Students, teachers, and administrators should be provided with common terminology associated with gender identity. Although these terms are commonly used by advocacy and human rights groups, students may prefer other terms to describe their gender identity, appearance, or behavior.

- **Gender Identity** means a person's internal, deeply held sense of gender. All people have a gender identity, not just transgender people. For transgender people, the individual's internal gender identity is not the same as the gender assigned at birth.
- **Gender Expression** means external manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics. Society

identifies these cues as masculine and feminine, although what is considered masculine or feminine changes over time and varies by culture.

- **Assigned Sex at Birth (ASAB)** refers to the biological sex designation recorded on a person's birth certificate upon the initial issuance of that certificate, should such a record be provided at birth.
- **Gender Assigned at Birth** refers to the gender a child is assigned at birth or assumed to be, based on their biological sex assigned at birth.
- **Sexual Orientation** describes a person's enduring physical, romantic, and/or emotional attraction to another person. Gender identity and sexual orientation are not the same. A transgender person may be straight, lesbian, gay, bisexual, or asexual. For example, a person who transitions from male to female and is attracted solely to men may identify as a straight woman.
- **Transgender** is a term for an individual whose gender identity and/or gender expression differs from those typically associated with the sex and gender assigned at birth.
- **Transition** is the process by which a transgender person recognizes that their authentic gender identity is not the same as the gender assigned at birth, and develops a more affirming gender expression that feels authentic. Some individuals socially transition, for example, through dress, use of names and/or pronouns. Some individuals may undergo a physical transition, which might include hormone treatments and surgery. School district personnel should avoid the phrase "sex change," as it is an inaccurate description of the transition process; the process is more accurately described as "gender-confirming."
- **LGBTQ** is an acronym for "lesbian, gay, bisexual, transgender, and queer/questioning."
- **Gender nonconforming** describes a person whose gender expression does not conform to the gender expectations of their family or community. Gender nonconformity is not necessarily an indication that a youth is transgender; many non-transgender youth do not conform to stereotypical expectations.
- **Gender Expansive/Gender Diverse/Gender Fluid/Gender Non-Binary/Agender/Gender Queer** are terms that convey a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system. For example, students who identify as gender queer or gender fluid might not identify as boys or girls; for these students, the non-binary gender identity functions as the student's gender identity.
- **Cisgender** refers to individuals whose gender identity, expression, or behavior conforms with those typically associated with their sex assigned at birth.

GLAAD, The Human Rights Campaign, and PFLAG also provide comprehensive reference guides on terminology. (*See Section 8, Resources*)

It is recommended that school personnel discuss with the student the terminology and pronouns each student has chosen.

2. Student-Centered Approach

A school district shall accept a student's asserted gender identity; parental consent is not required. Further, a student need not meet any threshold diagnosis or treatment requirements to have his or her gender identity recognized and respected by the district, school or school personnel. Nor is a

legal or court-ordered name change required. There is no affirmative duty for any school district personnel to notify a student's parent or guardian of the student's gender identity or expression.

There may be instances where a parent or guardian of a minor student disagrees with the student regarding the name and pronoun to be used at school and in the student's education records. A parent or guardian may object to the minor student's name change request. School districts should consult their board attorney regarding the minor student's civil rights and protections under the NJLAD. Staff should continue to refer to the student in accordance with the student's chosen name and pronoun at school and may consider providing resource information regarding family counseling and support services outside of the school district.

School districts should be mindful of disputes between minor students and parent/guardians concerning the student's gender identity or expression. Many support resources are available through advocacy groups and resources from the [New Jersey Department of Children and Families](#) and New Jersey Department of Education's "[Child Abuse, Neglect, and Missing Children](#)" webpage.

One of the most important factors in ensuring a safe and supportive environment for transgender students is communication between the school/district and student. School district personnel should have an open, but confidential discussion with the student to ascertain the student's preference on matters such as chosen name, chosen pronoun to use, and parental communications.

- School districts shall ensure that a transgender student is addressed at school by the name and pronoun chosen by the student, regardless of whether a legal name change or change in official school records has occurred.
- School districts shall issue school documentation for a transgender student, such as student identification cards, in the name chosen by the student.
- A transgender student shall be allowed to dress in accordance with the student's gender identity.

School districts should discuss with the student, and any other individuals at the student's request, the risks associated with the student's transgender status being inadvertently disclosed. For example, school districts should inform the student that the transgender status may be revealed due to other students' discussions at home. The school district should work with the transgender student to ensure awareness of activities and events that may inadvertently disclose the transgender student's status.

3. Safe and Supportive Environment

Each school district shall develop policies and procedures to ensure that its schools provide a safe and supportive learning environment that is free from discrimination and harassment for transgender students, including students going through a gender transition. Gender-based policies, rules, and practices can have the effect of marginalizing, stigmatizing, and excluding students, whether they are gender nonconforming or not. All school districts shall review and update their

existing policies and procedures, including those regarding classroom activities, school ceremonies, school photographs, and dress codes, to verify that transgender students are not excluded. In addition, school districts shall take the following steps to establish and maintain a nondiscriminatory environment for all students, including transgender and transitioning students:

- School districts must comply with *N.J.S.A. 18A:37-15* and *N.J.A.C. 6A:16-7.7*, which prohibit harassment, intimidation and bullying, and require that each district board of education develop, adopt, and implement a policy prohibiting harassment, intimidation, or bullying on school property, at a school-sponsored function or on a school bus. If harassment based on gender identity creates a hostile environment, the school must take prompt and effective steps to end the harassment, prevent its recurrence, and, as appropriate, remedy its effects.
- School districts should provide staff training on sensitivity and respect towards transgender students.
- Social and Emotional Learning (SEL) concepts should be incorporated into school culture and curricula.
 - Resources on SEL can be found on the Department of Education's [Social and Emotion Learning webpage](https://www.state.nj.us/education/students/safety/sandp/sel/) (<https://www.state.nj.us/education/students/safety/sandp/sel/>)
- School districts may seek a variety of professionals, including counselors and school psychologists, to provide emotional supports for all students who demonstrate a need. School districts shall ensure that school counselors are knowledgeable regarding issues and concerns relevant to transgender students, students facing other gender identity issues, or students who may be transitioning.
- Dress codes should not be enforced more strictly for transgender and gender nonconforming students than for other students.
- School districts shall honor and recognize a student's asserted gender identity, and shall not require any documentation or evidence in any form, including diagnosis, treatment, or legal name change.
- A school's obligation to ensure nondiscrimination on the basis of gender identity requires schools to provide transgender students equal access to educational programs and activities, even in circumstances in which other students, parents, or community members raise objections or concerns.

4. Confidentiality and Privacy

School personnel may not disclose information that may reveal a student's transgender status except as allowed by law. Schools are advised to work with the student to create an appropriate confidentiality plan regarding the student's transgender or transitioning status.

A school district shall keep confidential a current, new, or prospective student's transgender status. Schools should address the student using a chosen name; the student's birth name should be kept confidential by school and district staff (*See Section 5, School Records*).

Due to a specific and compelling need, such as the health and safety of a student or an incident of bias-related crime, a school district may be obligated to disclose a student's status. The school district should inform the student that the school intends to disclose the student's transgender status for the student's protection and well-being. Prior to disclosure, the student should be given the opportunity to personally disclose that information. School districts should make every effort to ensure that any disclosure is made in a way that reduces or eliminates the risk of re-disclosure and protects the transgender student from further harassment. Those measures may include the facilitation of counseling for the student and the student's family to facilitate the family's acceptance and support of the student's transgender status.

During a Harassment, Intimidation, or Bullying investigation a school district is obligated to develop a procedure to report, verbally and in writing, an act of harassment, intimidation, and bullying (HIB) committed by an adult or youth against a student, pursuant to *N.J.A.C. 6A:16-7.7(a)2viii*. In this instance, the school district should inform the student of the school's obligation to report the findings of the HIB investigation pursuant to *N.J.S.A. 18A:37-15(d)*, which permits the parents or guardians of the students who are parties to the investigation to receive information about the investigation in accordance with federal and state law and regulation. Under HIB requirements, parents or guardians are entitled to know the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, or whether disciplinary action was imposed or services provided to address the incident of harassment, intimidation, or bullying.

School district officials shall take into account the circumstances of the incident when providing notification to parents or guardians of all students involved in the reported harassment, intimidation, or bullying incident and when conveying the nature of the incident, including the actual or perceived protected category motivating the alleged offense, pursuant to *N.J.A.C. 6A:16-7.7(a)2viii(2)*.

Disclosure of personally identifiable information from a student's education record to other school officials within the district, whom the district has determined have a legitimate educational interest in the information, may be permissible under FERPA (34 C.F.R. § 99.31(a)(1)). The school district shall make a concerted effort to ensure that school officials obtain access to only those education records in which they have legitimate educational interests.

- School districts shall comply with all laws and regulations regarding the confidentiality of student records and student privacy, including the requirements set forth at 20 U.S.C. § 1232g, Family Educational Rights and Privacy Act; 34 CFR Part 99, Family Educational Rights and Privacy; 20 U.S.C. § 1232h, Protection of Pupil Rights; 34 CFR Part 98, Student Rights in Research, Experimental Programs, and Testing; *P.L. 104-191*, Health Insurance Portability and Accountability Act; 45 CFR Part 160, General Administrative Requirements; 20 U.S.C. § 7917, Transfer of school disciplinary records; 42 CFR Part 2, Confidentiality of Alcohol and Drug Abuse Patient Records; *N.J.S.A. 18A:40A-7.1*, Confidentiality of certain information provided by pupils, exceptions; *N.J.A.C. 6A:16-3.2*, Confidentiality of student alcohol and other drug information; *N.J.S.A. 18A:36-19*, Pupil records, creation, maintenance and

retention, security and access, regulations, nonliability; *N.J.S.A. 2A:4A-60*, Disclosure of juvenile information, penalties for disclosure; *N.J.A.C. 6A:32-7*, Student Records; *N.J.A.C. 6A:14-2.9*, Student records; as well as all other existing Federal and State laws and rules pertaining to student records and confidentiality.

5. School records

If a student has expressed a preference to be called by a name other than their birth name, permanent student records containing the student's birth name should be kept in a separate, confidential file. This file should only be shared with appropriate school staff after consultation with a student. A separate file containing records bearing the student's chosen name may also be kept. If the student has previously been known at school or in school records by a birth name, the principal should direct school personnel to use the student's chosen name and not the student's birth name. To ensure consistency among teachers, school administrators, substitute teachers and other staff, every effort should be made to immediately update student education records (for example, attendance records, transcripts, Individualized Education Programs, etc.) with the student's chosen name and gender pronouns, consistent with the student's gender identity and expression, and not circulate records with the student's birth name, unless directed by the student.

- Districts shall report to the New Jersey Department of Education through NJ SMART a student's name or gender based upon that student's chosen name and corresponding gender identity. Changing the name or gender identity from what was reported in previous years will not affect the reliability of the data reported.
- If a district changes a student's name or gender identity, it must also maintain locally a separate record reflecting the student's legal name and sex assigned at birth until receipt of documentation of a legal change of name or gender.

6. Activities

With respect to gender-segregated classes or athletic activities, including intramural and interscholastic athletics, all students must be allowed to participate in a manner consistent with their gender identity.

School districts shall:

- Provide transgender students with the same opportunities to participate in physical education as other students in accordance with their gender identity;
- Permit a transgender student to participate in gender-segregated school activities in accordance with the student's gender identity;
- Permit and support the formation of student clubs or programs regarding issues related to lesbian, gay, bisexual, transgender, and queer/questioning (LGBTQ) youth; and
- Offer support in the creation of peer led educational groups.

7. Use of Facilities

All students are entitled to have access to restrooms, locker rooms and changing facilities in accordance with their gender identity to allow for involvement in various school programs and activities.

In all cases, the school principal must work with the student and staff so all parties are aware of facility policies and understand that the student may access the restroom, locker room, and changing facility that corresponds to the student's gender identity. While some transgender students will want that arrangement, others may be uncomfortable with it. Transgender students who are uncomfortable using a sex-segregated restroom should be provided with a safe and adequate alternative, such as a single "unisex" restroom or the nurse's restroom. Similarly, some transgender students may be uncomfortable using the changing facilities that correspond to the student's gender identity. Non-transgender students should also be afforded the option to use a private facility, such as a unisex facility or the nurse's restroom, should they feel uncomfortable.

- School districts shall allow a transgender student to use a restroom or locker room based on the student's gender identity.
- Reasonable alternative arrangements shall be made if needed to ensure a student's safety and comfort. This direction for accommodations should come from the student.

8. Resources

The Department has sourced a variety of resources regarding professional development opportunities for school district personnel as well as developmentally appropriate information for students regarding LGBTQ issues. These resources can be found here: <https://nj.gov/education/students/safety/sandp/transgender/>

Please be advised that these resources are provided for informational purposes only. Neither the New Jersey Department of Education, nor its officers, employees, nor agents, specifically endorse these resources or the entity hosting these resources. Please note that the New Jersey Department of Education has not validated the materials related to these resources.

For additional information or if you have any questions regarding this guidance, please contact the Division of Student Services at schoolclimate@doe.nj.gov.

Collingswood Public Schools

Agenda Item Details

Meeting	Jan 28, 2019 - Minutes of Regular Board Meeting - January 28, 2019
Category	8. Superintendent's report
Subject	8.05 Policies - 1st Reading
Access	Public
Type	Information

Public Content

The following policies were presented for a first reading:

Policy

0141.2	Board Member and Term - Receiving District - Revised
2145.06	Unsafe School Choice Option - Revised
2422	Health and Physical Education - Revised
2431.3	Practice and Pre-Season Heat-Acclimation for School-Sponsored Athletics and Extra-Curricular Activities
2610	Educational Program Evaluation - Revised
4219	Commercial Driver's License Controlled Substance and Alcohol Use Testing - Revised
5111	Eligibility of Resident/Nonresident Students - Revised
5337	Service Animals - Revised
5600	Student Discipline/Code of Conduct - Revised
5611	Removal of Students for Firearms Offenses - Revised
5612	Assaults on District Board of Education Members or Employees - Revised
5613	Removal of Students for Assaults with Weapons Offenses - Revised
5756	Transgender Students - Revised
7440	School District Security - Revised
8461	Reporting Violence, Vandalism, Harassment, Intimidation, Bullying, Alcohol, and Other Drug Offenses - Revised
8561	Procurement Procedures for School Nutrition Programs - Revised
8860	Memorials - Revised

[Alert 217 Summary For Elan.pdf \(126 KB\)](#)

[0141.2 Board Member and Term - Receiving District.pdf \(41 KB\)](#)

[2415.06 UNSAFE SCHOOL CHOICE OPTION.pdf \(85 KB\)](#)

[2422 \(M\) HEALTH EDUCATION.pdf \(63 KB\)](#)

[2431.3 PRACTICE AND PRESEASON HEAT ACCLIMATION FOR SCHOOL SPONSORED ATHLETICS AND EXTRA CURRICULAR ACTIVITIES.pdf \(21 KB\)](#)

[2610 \(M\) EDUCATIONAL PROGRAM EVALUATION.pdf \(25 KB\)](#)

[4219 COMMERCIAL DRIVERS LICENSE CONTROLLED SUBSTANCE AND ALCOHOL USE TESTING.pdf \(139 KB\)](#)

5111 (M) ELIGIBILITY OF RESIDENT NONRESIDENT PUPILS revised.pdf (68 KB)

5337 SERVICE ANIMALS.pdf (42 KB)

5600 (M) STUDENT DISCIPLINE CODE OF CONDUCT.pdf (45 KB)

5611 (M) REMOVAL OF PUPILS FROM THE REGULAR EDUCATION PROGRAM FOR WEAPONS, FIREARMS VIOLATIONS.pdf (29 KB)

5612 (M) ASSAULT ON DISTRICT BOARD OF EDUCATION MEMBERS OR EMPLOYEES.pdf (28 KB)

5613 REMOVAL OF STUDENTS FOR ASSAULTS WITH WEAPONS OFFENSES.pdf (30 KB)

5756 TRANSGENDER STUDENTS.pdf (70 KB)

7440 SCHOOL DISTRICT SECURITY.pdf (25 KB)

8461 M REPORTING VIOLENCE AND VANDALISM.pdf (41 KB)

8561 (M) PROCUREMENT PROCEDURES FOR SCHOOL NUTRITION PROGRAMS.pdf (6,576 KB)

8860 MEMORIALS.pdf (23 KB)

Administrative Content

Executive Content

POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 1 of 9
TRANSGENDER STUDENTS

5756 TRANSGENDER STUDENTS

The Board of Education is committed to providing a safe, supportive, and inclusive learning environment for all students. The New Jersey Law Against Discrimination (NJLAD), N.J.S.A. 10:5-12(11)(f), generally makes it unlawful for schools to subject individuals to differential treatment based on gender identity or expression. Title IX of the Education Amendments of 1972 ("Title IX") specifically prohibits discrimination on the basis of sex in Federally-funded education programs and activities [20 U.S.C. § 1681(a)].

N.J.S.A. 18A:36-41 directs the Commissioner of Education to establish guidelines outlined in this Policy to provide direction for schools in addressing common issues concerning the needs of transgender students, and to assist schools in establishing policies and procedures that ensure a supportive and nondiscriminatory environment for transgender students.

Definitions/Terms

A safe and supportive environment within a school begins with understanding and respect. The Board believes students, teachers, and administrators should be provided with common terminology associated with gender identity. The terms listed below are commonly used by advocacy and human rights groups, however students may prefer other terms to describe their gender identity, appearance, or behavior. It is recommended school personnel discuss with the student the terminology and pronouns each student has chosen.

"Gender identity" means a person's internal, deeply held sense of gender. All people have a gender identity, not just transgender people. For transgender people, the individual's internal gender identity is not the same as the gender assigned at birth.

"Gender expression" means external manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics. Society identifies these cues as masculine and feminine, although what is considered masculine or feminine changes over time and varies by culture.

"Assigned sex at birth (ASAB)" refers to the biological sex designation recorded on a person's birth certificate upon the initial issuance of that certificate, should such a record be provided at birth.



POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 2 of 9
TRANSGENDER STUDENTS

“Gender assigned at birth” refers to the gender a child is assigned at birth or assumed to be, based on their biological sex assigned at birth.

“Sexual orientation” describes a person’s enduring physical, romantic, and/or emotional attraction to another person. Gender identity and sexual orientation are not the same. A transgender person may be straight, lesbian, gay, bisexual, or asexual. For example, a person who transitions from male to female and is attracted solely to men may identify as a straight woman.

“Transgender” is a term for an individual whose gender identity and/or gender expression differs from those typically associated with the sex and gender assigned at birth.

“Transition” is the process by which a transgender person recognizes that their authentic gender identity is not the same as the gender assigned at birth, and develops a more affirming gender expression that feels authentic. Some individuals socially transition, for example, through dress, use of names and/or pronouns. Some individuals may undergo physical transition, which might include hormone treatments and surgery. School district personnel should avoid the phrase “sex change,” as it is an inaccurate description of the transition process; the process is more accurately described as “gender-confirming.”

“LGBTQ” is an acronym for “lesbian, gay, bisexual, transgender, and queer/questioning.”

“Gender nonconforming” describes a person whose gender expression does not conform to the gender expectations of their family or community. Gender nonconformity is not necessarily an indication that a youth is transgender; many non-transgender youth do not conform to stereotypical expectations.

“Gender expansive, Gender diverse, Gender fluid, Gender non-binary, A gender, Gender queer” are terms that convey a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system. For example, students who identify as gender queer or gender fluid might not identify as boys or girls; for these students, the non-binary gender identity functions as the student’s gender identity.

“Cisgender” refers to individuals whose gender identity, expression, or behavior conforms with those typically associated with their sex assigned at birth.

Student-Centered Approach

The school district shall accept a student’s asserted gender identity; parental consent is not required. A student need not meet any threshold diagnosis or treatment requirements to



POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 3 of 9
TRANSGENDER STUDENTS

have his or her gender identity recognized and respected by the school district, school, or school staff members. In addition, a legal or court-ordered name change is not required. There is no affirmative duty for any school district staff member to notify a student's parent of the student's gender identity or expression.

There may be instances where a parent of a minor student disagrees with the student regarding the name and pronoun to be used at school and in the student's education records. In the event a parent objects to the minor student's name change request, the Superintendent or designee should consult the Board Attorney regarding the minor student's civil rights and protections under the NJLAD. School staff members should continue to refer to the student in accordance with the student's chosen name and pronoun at school and may consider providing resource information regarding family counseling and support services outside of the school district.

School districts should be mindful of disputes between minor students and parents concerning the student's gender identity or expression. Many support resources are available through advocacy groups and resources from the New Jersey Department of Children and Families and New Jersey Department of Education's "Child Abuse, Neglect, and Missing Children" webpage.

The Principal or designee should have an open, but confidential discussion with the student to ascertain the student's preference on matters such as chosen name, chosen pronoun to use, and parental communications. A transgender student shall be addressed at school by the name and pronoun chosen by the student, regardless of whether a legal name change or change in official school records has occurred. The school shall issue school documentation for a transgender student, such as student identification cards, in the name chosen by the student. A transgender student shall be allowed to dress in accordance with the student's gender identity.

The Principal or designee should also discuss with the student, and any other individuals at the student's request, the risks associated with the student's transgender status being inadvertently disclosed. For example, the Principal or designee should inform the student the transgender status may be revealed due to other students' discussions at home. The Principal or designee should work with the transgender student to ensure awareness of activities and events that may inadvertently disclose the transgender student's status.



POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 4 of 9
TRANSGENDER STUDENTS

Safe and Supportive Environment

The Board developed and adopted this Policy to ensure that its schools provide a safe and supportive learning environment that is free from discrimination and harassment for transgender students, including students going through a gender transition. Gender-based policies, rules, and practices can have the effect of marginalizing, stigmatizing, and excluding students, whether they are gender nonconforming or not.

The Superintendent or designee shall review and update existing policies and procedures, including those regarding classroom activities, school ceremonies, school photographs, and dress codes, to verify transgender students are not excluded. In addition, the school district shall take the following steps to establish and maintain a nondiscriminatory environment for all students, including transgender and transitioning students:

- The school district must comply with N.J.S.A. 18A:37-15 and N.J.A.C. 6A:16-7.7, which prohibit harassment, intimidation, and bullying. The Board is required to develop, adopt, and implement a Policy in accordance with N.J.S.A. 18A:37-15 and N.J.A.C. 6A:16-7.7 that prohibits harassment, intimidation, or bullying on school property, at a school-sponsored function, or on a school bus. If harassment, intimidation, or bullying based on gender identity creates a hostile environment, the school must take prompt and effective steps to end the harassment, intimidation, or bullying, prevent its recurrence, and, as appropriate, remedy its effects.
- The Superintendent or designee should ensure training is provided to school staff members on sensitivity and respect towards transgender students.
- Social and Emotional Learning (SEL) concepts should be incorporated into school culture and curricula.
- The school district may seek a variety of professionals, including counselors and school psychologists, to provide emotional supports for all students who demonstrate a need. The Superintendent or designee shall ensure school counselors are knowledgeable regarding issues and concerns relevant to transgender students, students facing other gender identity issues, or students who may be transitioning.



POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 5 of 9
TRANSGENDER STUDENTS

- Student dress codes should not be enforced more strictly for transgender and gender nonconforming students than for other students.
- The school district shall honor and recognize a student's asserted gender identity, and shall not require any documentation or evidence in any form, including diagnosis, treatment, or legal name change.
- A school's obligation to ensure nondiscrimination on the basis of gender identity requires schools to provide transgender students equal access to educational programs and activities, even in circumstances in which other students, parents, or community members raise objections or concerns.

Confidentiality and Privacy

School staff members may not disclose information that may reveal a student's transgender status except as allowed by law. The Principal or designee is advised to work with the student to create an appropriate confidentiality plan regarding the student's transgender or transitioning status.

The school district shall keep confidential a current, new, or prospective student's transgender status. Schools should address the student using a chosen name and the student's birth name should be kept confidential by school and school staff members.

Due to a specific and compelling need, such as the health and safety of a student or an incident of bias-related crime, the school district may be obligated to disclose a student's status. In this event, the Principal or designee should inform the student the school or school district intends to disclose the student's transgender status for the student's protection and well-being. Prior to disclosure, the student should be given the opportunity to personally disclose that information. The school district should make every effort to ensure any disclosure is made in a way that reduces or eliminates the risk of re-disclosure and protects the transgender student from further harassment. Those measures may include the facilitation of counseling for the student and the student's family to facilitate the family's acceptance and support of the student's transgender status.

During a harassment, intimidation, or bullying investigation the school district is obligated to develop a procedure to report, verbally and in writing, an act of harassment, intimidation, and bullying committed by an adult or youth against a student, pursuant to N.J.A.C. 6A:16-7.7(a)2viii. In this instance, the Principal or designee should inform the



POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 6 of 9
TRANSGENDER STUDENTS

student of the school's obligation to report the findings of the harassment, intimidation, and bullying investigation pursuant to N.J.S.A. 18A:37-15(d), which permits the parents of the students who are parties to the investigation to receive information about the investigation in accordance with Federal and State law and regulation. Under harassment, intimidation, and bullying legal requirements, parents are entitled to know the nature of the investigation; whether the district found evidence of harassment, intimidation, or bullying; or whether disciplinary action was imposed or services provided to address the incident of harassment, intimidation, or bullying.

The Principal or designee shall take into account the circumstances of the incident when providing notification to parents of all students involved in the reported harassment, intimidation, or bullying incident and when conveying the nature of the incident, including the actual or perceived protected category motivating the alleged offense, pursuant to N.J.A.C. 6A:16-7.7(a)2viii(2).

Disclosure of personally identifiable information from a student's education record to other school officials within the school district, whom the school district has determined have a legitimate educational interest in the information, may be permissible under Family Educational Rights and Privacy Act (FERPA) (34 C.F.R. § 99.31(a)(1)). The school district shall make a concerted effort to ensure school officials obtain access to only those education records in which they have legitimate educational interests.

The school district shall comply with all laws and regulations regarding the confidentiality of student records and student privacy, including the requirements set forth at 20 U.S.C. § 1232g, Family Educational Rights and Privacy Act; 34 CFR Part 99, Family Educational Rights and Privacy; 20 U.S.C. § 1232h, Protection of Pupil Rights; 34 CFR Part 98, Student Rights in Research, Experimental Programs, and Testing; P.L. 104-191, Health Insurance Portability and Accountability Act; 45 CFR Part 160, General Administrative Requirements; 20 U.S.C. § 7917, Transfer of school disciplinary records; 42 CFR Part 2, Confidentiality of Alcohol and Drug Abuse Patient Records; N.J.S.A. 18A:40A-7.1, Confidentiality of certain information provided by pupils, exceptions; N.J.A.C. 6A:16-3.2, Confidentiality of student alcohol and other drug information; N.J.S.A. 18A:36-19, Pupil Records, creation, maintenance and retention, security and access, regulations, nonliability; N.J.S.A. 2A:4A-60, Disclosure of juvenile information, penalties for disclosure; N.J.A.C. 6A:32-7, Student Records; N.J.A.C. 6A:14-2.9, Student records; as well as all other existing Federal and State laws and rules pertaining to student records and confidentiality.



POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 7 of 9
TRANSGENDER STUDENTS

School Records

If a student has expressed a preference to be called by a name other than their birth name, permanent student records containing the student's birth name should be kept in a separate, confidential file. This file should only be shared with appropriate school staff members after consultation with a student. A separate file containing records bearing the student's chosen name may also be kept. If the student has previously been known at school or in school records by a birth name, the Principal or designee should direct school staff members to use the student's chosen name and not the student's birth name.

To ensure consistency among teachers, school administrators, substitute teachers, and other school staff members, every effort should be made to immediately update student education records (for example, attendance records, transcripts, Individualized Education Programs (IEP), etc.) with the student's chosen name and gender pronouns, consistent with the student's gender identity and expression, and not circulate records with the student's birth name, unless directed by the student.

- The school district shall report to the New Jersey Department of Education (NJDOE) through NJ SMART a student's name or gender based upon that student's chosen name and corresponding gender identity. Changing the name or gender identity from what was reported in previous years will not affect the reliability of the data reported.
- If the school district changes a student's name or gender identity, it must also maintain locally a separate record reflecting the student's legal name and sex assigned at birth until receipt of documentation of a legal change of name or gender.

Activities

With respect to gender-segregated classes or athletic activities, including intramural and interscholastic athletics, all students must be allowed to participate in a manner consistent with their gender identity.

The school district shall:

- Provide transgender students with the same opportunities to participate in physical education as other students in accordance with their gender identity;



POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 8 of 9
TRANSGENDER STUDENTS

- Permit a transgender student to participate in gender-segregated school activities in accordance with the student's gender identity;
- Permit and support the formation of student clubs or programs regarding issues related to lesbian, gay, bisexual, transgender, and queer/questioning (LGBTQ) youth; and
- Offer support in the creation of peer led educational groups.

Use of Facilities

All students are entitled to have access to restrooms, locker rooms, and changing facilities in accordance with their gender identity to allow for involvement in various school programs and activities.

In all cases, the Principal or designee must work with the student and school staff members so all parties are aware of facility policies and understand the student may access the restroom, locker room, and changing facility that corresponds to the student's gender identity. While some transgender students will want this arrangement, others may be uncomfortable with it. Transgender students who are uncomfortable using a sex-segregated restroom should be provided with a safe and adequate alternative, such as a single "unisex" restroom or the nurse's restroom. Similarly, some transgender students may be uncomfortable using the changing facilities that correspond to the student's gender identity. Non-transgender students should also be afforded the option to use a private facility, such as a unisex facility or the nurse's restroom, should they feel uncomfortable.

- The school district shall allow a transgender student to use a restroom or locker room based on the student's gender identity.
- Reasonable alternative arrangements shall be made if needed to ensure a student's safety and comfort. This direction for accommodations should come from the student.

The Superintendent or designee will make available to school staff members a variety of resources regarding professional development opportunities as sourced by the NJDOE as well as developmentally appropriate information for students regarding LGBTQ issues.



POLICY

COLLINGSWOOD BOARD OF EDUCATION

PUPILS
5756/Page 9 of 9
TRANSGENDER STUDENTS

The Board adopts this Policy to help school and district administrators take steps to create an inclusive environment in which transgender and gender nonconforming students feel safe and supported, and to ensure each school provides equal educational opportunities for all students, in compliance with N.J.A.C. 6A:7-1.1 et seq.

N.J.S.A. 18A:36-41; 18A:37-15
N.J.A.C. 6A:7-1.1 et seq.; N.J.A.C. 6A:16-7.7
New Jersey Department of Education – October 2018
Transgender Student Guidance for School Districts

Adopted: November 24, 2014
Revised: December 14, 2015
Revised:

