

As Engrossed: 3/15/91

1 **State of Arkansas**
2 **78th General Assembly**
3 **Regular Session, 1991**
4 **By: Representative J. J. Roberts**

A BILL ACT 1164 OF 1991
HOUSE BILL 2117

For An Act To Be Entitled

8 "AN ACT TO REQUIRE SCHOOL DISTRICT TO FILE MINORITY
9 TEACHER/ADMINISTRATOR RECRUITMENT PLANS, TO REQUIRE THE
10 EQUITY ASSISTANCE CENTER OF THE DEPARTMENT OF EDUCATION TO
11 PROVIDE TECHNICAL ASSISTANCE TO SCHOOL DISTRICTS TO CREATE
12 A MINORITY TEACHER RECRUITMENT ADVISORY COUNCIL; AND FOR
13 OTHER PURPOSES."

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15 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

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17 SECTION 1. (a) Beginning with the 1992-93 school year, each school
18 district with more than five percent (5%) African-American or other minority
19 students in the State shall prepare a minority teacher and administrator
20 recruitment plan. The plan shall place emphasis on recruitment of African
21 Americans and other members of minorities for teacher and administrator
22 positions and on encouraging minority students to pursue a career in
23 education. Recruitment plans shall cover the next ten-year period and set
24 forth the goal of developing equity in employee composition that reflects
25 racial and ethnic diversity. The plan shall be a part of the Equity
26 Assistance Plan filed annually with the Equity Assistance Center of the State
27 Department of Education and shall be updated annually for an additional ten
28 (10) years.

29 (b) The minority teacher and administrator recruitment plan shall
30 include but not be limited to the following information:

31 (1) The goals of the school district for the recruitment of minority
32 teachers and administrators for the next school year and for the next ten (10)
33 school years;

34 (2) The steps the school district has taken to meet its goals;

35 (3) The progress of the school district in recruiting minority teachers
36 and administrators;

1 (4) The measures the school district will use to meet its employment
2 goals;

3 (5) *If the school district did not meet the district's goals for the*
4 *previous reporting period, the school district shall state the reasons for not*
5 *meeting the goals;*

6 (6) *The steps the school district will take to encourage minority*
7 *students to pursue a career in education;*

8 (7) The number and percentage of members of racial minorities who were
9 employed as teachers or administrators in each of the last five (5) years;
10 and

11 (8) The racial composition of the student body and the racial
12 composition of the residents of the district.

13 (c) Each school district shall establish a minority
14 teacher/administrator goal at least equal to the percentage of minority
15 *students* of the districts.

16 (d) Each school district shall designate an employee to coordinate
17 implementation of its recruitment plan. *The designated Equity Assistance*
18 *Coordinator in each school district may serve as the coordinator of the*
19 *district's recruitment plan.*

20 (e) The Equity Assistance Center of the State Department of Education
21 shall provide technical assistance to the school districts in developing
22 *recruitment plans.*

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24 SECTION 2. (a) There is created a Minority Teacher Recruitment
25 Advisory Council. Members shall be appointed by the Governor.

26 (b) At least four (4) members of the council shall be members of a
27 racial minority.

28 (c) The members of the council shall serve staggered terms of four (4)
29 years. The initial board shall be appointed so that one (1) member serves a
30 term of one (1) year, two (2) members serve a term of two (2) years, two (2)
31 members serve a term of three (3) years, and two (2) members serve a term of
32 four (4) years.

33 (d) The members of the council shall annually elect a chairman.

34 (e) The council shall meet at least three (3) times a year to provide
35 advice and counsel to the Equity Assistance Center.

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SECTION 3. All provisions of this Act of a general and permanent nature are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code Revision Commission shall incorporate the same in the Code.

SECTION 4. If any provision of this Act or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications of the Act which can be given effect without the invalid provision or application, and to this end the provisions of this Act are declared to be severable.

SECTION 5. All laws and parts of laws in conflict with this Act are hereby repealed.

/s/ J. J. Roberts

APPROVED: 4/10/91

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