

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

# A Bill

**HOUSE BILL**

## For An Act To Be Entitled

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

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

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

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

28 (1) The goals of the school district for the recruitment of minority  
29 teachers and administrators for the next school year and for the next ten (10)  
30 school years;

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

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

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

1 (5) The steps the school district will take to encourage minority  
2 students to pursue a career in education;

3 (6) The number and percentage of members of racial minorities who were  
4 employed as teachers or administrators in each of the last five (5) years;

5 (7) The racial composition of the student body and the racial  
6 composition of the residents of the district; and

7 (8) If the school district did not meet the district's goals for the  
8 previous reporting period, the school district shall state the reasons for not  
9 meeting the goals.

10 (c) Each school district shall establish a minority  
11 teacher/administrator goal at least equal to the percentage of minority  
12 residents of the districts.

13 (d) Each school district shall designate an employee to coordinate  
14 implementation of its recruitment plan.

15 (e) The Equity Assistance Center of the State Department of Education  
16 shall provide technical assistance to the school districts in developing plans  
17 to meet their responsibilities under this Act.

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

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

23 (c) The members of the council shall serve staggered terms of four (4)  
24 years. The initial board shall be appointed so that one (1) member serves a  
25 term of one (1) year, two (2) members serve a term of two (2) years, two (2)  
26 members serve a term of three (3) years, and two (2) members serve a term of  
27 four (4) years.

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

29 (e) Members of the council shall serve without compensation but shall  
30 receive reimbursement for mileage and per diem at the same rate as for state  
31 employees.

32 (f) The council shall meet at least three (3) times a year to provide  
33 advice and counsel to the Equity Assistance Center and local school districts.

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35 SECTION 3. All provisions of this Act of a general and permanent nature

1 are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code  
2 Revision Commission shall incorporate the same in the Code.

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

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

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