

1 **State of Arkansas**
2 **78th General Assembly**
3 **Regular Session, 1991**

A Bill

HOUSE BILL

4 **By: Representatives Townsend and Jacqueline Roberts**

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For An Act To Be Entitled

8 "AN ACT TO ESTABLISH THE MINORITY TEACHER RECRUITMENT
9 COUNCIL AND THE OFFICE OF MINORITY TEACHER RECRUITMENT;
10 TO REQUIRE SCHOOL DISTRICTS TO FILE A MINORITY
11 TEACHER/ADMINISTRATOR RECRUITMENT PLAN AND TO NOTIFY THE
12 OFFICE OF TEACHER AND ADMINISTRATOR VACANCIES; TO PROVIDE
13 PENALTIES; AND FOR 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) There is created the Minority Teacher Recruitment
18 Council to be composed of seven (7) members appointed by the Governor. At
19 least four (4) members of the council shall be members of a racial minority.

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

25 (c) The members of the council shall annually elect a chairman.

26 (d) Members of the council shall serve without compensation but shall
27 receive reimbursement for mileage and per diem at the same rate as for state
28 employees.

29 (e) The proceedings of the council shall be conducted pursuant to the
30 Administrative Procedure Act, §25-15-201 et seq.

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32 SECTION 2. (a) There is created the Office of Minority Teacher
33 Recruitment. The director of the office shall be selected and employed by the
34 Minority Teacher Recruitment Council.

35 (b) It shall be the duty of the director to assist the council in the

1 performance of its duties and to assist school districts in the recruitment of
2 minority teachers and administrators.

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4 SECTION 3. (a) Beginning with the 1992-93 school year, each school
5 district in the state shall prepare a minority teacher and administrator
6 recruitment plan. The plan shall place emphasis on recruitment of African
7 Americans and other members of minorities for teacher and administrator
8 positions and on encouraging minority students to pursue a career in
9 education. Recruitment plans shall cover the next ten-year period and set
10 forth the goal of developing an equity in employee composition that reflects
11 racial and ethnic diversity. The plan shall be filed with the Office of
12 Minority Teacher Recruitment and shall be updated annually for an additional
13 ten (10) years.

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

16 (1) The goals of the school district for the recruitment of
17 minority teachers and administrators for the next school year and for the next
18 ten (10) school years;

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

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

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

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

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

29 (7) The racial composition of the student body and the racial
30 composition of the residents of the district; and

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

34 (c) Each school district shall establish a minority
35 teacher/administrator goal at least equal to the percentage of minority

1 residents of the district. However, in any school district in which the
2 percentage of the residents of the district who are members of a racial
3 minority is less than ten percent (10%), the school district shall establish a
4 minority teacher/administrator goal of at least ten percent (10%).

5 (d) In carrying out the recruitment plans, each school district shall
6 provide for a paid part-time employee or a paid full-time employee to assist
7 the district in the recruitment of African Americans and other members of
8 minorities for teacher and administrator positions and for the encouragement
9 of minority students to pursue a career in education.

10 (e) The Office of Minority Teacher Recruitment shall provide technical
11 assistance to the school districts in developing a ten-year plan to meet their
12 responsibilities under this act.

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14 SECTION 4. (a) Each school district shall notify the Office of
15 Minority Teacher Recruitment of vacancy occurring in a teaching or
16 administrator position in the school district. No vacancy in a teaching or
17 administrator position shall be filled until ten (10) days after the school
18 district notifies the Office of Minority Recruitment.

19 (b) A contract issued in violation of this section shall be void.

20 (c) This section shall not apply to the employment of substitute
21 teachers.

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23 SECTION 5. If the council, after a hearing, determines that the school
24 district has failed to substantially comply with the provisions of this act
25 the council, by majority vote, issue a letter of warning to the school
26 district and place the district on probation for one (1) year. If the school
27 district fails to substantially comply for a second consecutive year, the
28 council shall require the Department of Education to withhold twenty percent
29 (20%) of all state funds to the district until the school district is
30 determined by the council to be in substantial compliance.

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32 SECTION 6. All provisions of this act of a general and permanent nature
33 are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code
34 Revision Commission shall incorporate the same in the Code.

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

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7 SECTION 8. All laws or parts of laws in conflict with this act are
8 hereby repealed.

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10 SECTION 9. EMERGENCY. It is hereby found and determined by the General
11 Assembly that minority members are under represented on the administrative and
12 teaching staffs of the public school districts in this state; and that school
13 districts should take extra steps to recruit minority teachers and
14 administrators. Therefore, an emergency is hereby declared to exist and this
15 act being necessary for the immediate preservation of the public peace, health
16 and safety shall be in full force and effect from and after its passage and
17 approval.

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