

Introduced: 4/18/89  
Referred: Health, Education &  
Social Services and Judiciary

6-0252A

BY BROWN, KOPONEN, GRUENBERG,  
GOLL, MENARD, FINKELSTEIN,  
M.DAVIS, ULMER, COLLINS, AND  
NAVARRE

1 IN THE HOUSE

2

HOUSE BILL NO. 298

3

IN THE LEGISLATURE OF THE STATE OF ALASKA

4

SIXTEENTH LEGISLATURE - FIRST SESSION

5

A BILL

6 For an Act entitled: "An Act relating to equal employment opportunity and  
7 affirmative action in public schools."

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

9 \* Section 1. AS 14.18.020 is amended by adding new subsections to read:

10 (b) Each school board shall prepare and file an affirmative  
11 action plan for the school district or regional educational attendance  
12 area in accordance with guidelines established by the office of equal  
13 employment opportunity under AS 44.19.442 and procedures established  
14 by the board.

15 (c) A negotiations agreement adopted under AS 14.20.550 - 14.-  
16 20.610 must be consistent with the principles of equal employment  
17 opportunity and must comply with the affirmative action plan adopted  
18 by the school board.

19 \* Sec. 2. AS 14.18.070 is amended to read:

20 Sec. 14.18.070. AFFIRMATIVE ACTION. The board shall establish  
21 procedures for affirmative action programs covering both equal employ-  
22 ment and equal educational opportunity to be implemented by all school  
23 districts and regional educational attendance areas and ensure that  
24 school districts and regional educational attendance areas comply with  
25 their affirmative action programs [DETERMINED BY THE BOARD NOT TO BE  
26 IN COMPLIANCE WITH THIS CHAPTER].

27 \* Sec. 3. AS 44.19.442 is amended by adding new subsections to read:

28 (d) The office shall

29 (1) assist officials from school districts and regional

1 educational attendance areas in carrying out their equal employment  
2 opportunity responsibilities, including promoting the recruitment,  
3 employment, training, and retention of members of protected classes,  
4 and recommend solutions to any problems identified;

5 (2) offer training to appropriate employees of school  
6 districts and regional educational attendance areas in their equal  
7 employment opportunity and affirmative action responsibilities and  
8 offer orientation programs to employees to inform them of their rights  
9 and responsibilities under AS 44.19.441 - 44.19.449;

10 (3) monitor records of personnel actions from school dis-  
11 tricts and regional educational attendance areas, develop auditing and  
12 reporting systems to acquire statistical information, and prepare  
13 federal and state reports concerning the composition of the work  
14 force;

15 (4) develop statistical information for school districts  
16 and regional educational attendance areas to use in preparing affirma-  
17 tive action plans;

18 (5) prepare guidelines for the affirmative action programs  
19 of school districts and regional educational attendance areas and  
20 review, audit, and make recommendations concerning the programs;

21 (6) report its findings and recommendations concerning  
22 equal employment opportunity in schools to the Board of Education.

23 \* Sec. 4. INITIAL PLANS. A school board shall prepare and file an  
24 affirmative action plan required under AS 14.18.020(b), enacted by sec. 1  
25 of this Act, by March 1, 1990.

26 \* Sec. 5. This Act may not be interpreted to limit the right of a  
27 person to file a complaint with the State Commission for Human Rights under  
28 AS 18.80.100.

29 \* Sec. 6. This Act does not amend a negotiations agreement in effect on

1 the effective date of this Act.