

AFFIRMATIVE ACTION PLAN 2018-2023

Mount Vernon School District No. 320



MV School Board Presentation
June 20, 2018

Bill Nutting, Assistant Superintendent

Affirmative Action Policy & Program 2018-2023

Requirements

- Must be **reaffirmed** every 5 years per WAC 296-05-411
- Involves **analysis of the district's labor force** relative to **minorities and gender**.

The district's Affirmative Action plan is to **ensure equal employment opportunity** for all district personnel, applicants, contract services and purchasing.



Protected Class

- Persons age forty and above
- People with disabilities
- Vietnam era veterans and disabled veterans
- Women
- Ethnic minorities



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Current MVSD Employees*

Job Category	Total Employees	Total Minority	Total Female
Education Administrators	32	6.2%	43.7%
Certificated Personnel	483	9.1%	72.2%
Classified Personnel	470	22.5%	79.5%
Total Certificated & Classified Personnel	985	15.4%	74.8%

*2017-2018 Staff as of December 2017



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Utilization Analysis

- ❑ Compares the **percentage of minorities and females** available in the relevant labor market by job classification
 - ❑ Relevant Labor Market:
 - ❑ Washington State for Administrator & Certificated staff
 - ❑ Skagit County for Classified

- ❑ Determines whether the percentage of employees is less than, greater than or equal to 4/5 (or 80%) of the labor market

- ❑ If percentage of employees is less than 80%, **underutilization** exists.



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Areas of Improvement since 2013 Affirmative Action Plan

- Increased** the percentage of minorities in:
 - Certificated & Classified Education Administrators
 - Support Services
 - Elementary & Middle School Teachers
 - Secondary Teachers
 - Clerical & Professional/Technical
 - Paraeducators
 - Custodial/Maintenance
 - Bus Drivers

- Increased** the percentage of females in:
 - Certificated & Classified Education Administrators
 - Elementary & Middle School Teachers
 - Paraeducators
 - Custodial/Maintenance



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Current Areas of Under-Utilization And 5-Year Goals

- Continue to Increase minority workers:**
 - Education Administrators (Certificated)
 - Transportation Mechanics

- Continue to Increase female workers:**
 - Education Administrators (Certificated and Classified)
 - Bus Drivers



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Action Steps

Identify problem areas

Limitations

- Available labor force
- Low turnover in job categories
- Wage discrepancies between private and public employment

Identify programs

- Partnerships (i.e., Western Washington University/Woodring College of Education “Pathways to Teaching” certification)
- Provide training and professional development at all levels to promote cultural competency:
 - Administrator Training “Leading for Equity Institute” (2017-18, 2018-19)
 - Safe Schools Trainings



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- Continue to analyze job descriptions and the hiring process to ensure qualification requirements and screening criteria are based on specific job function

- Prevent employment discrimination
 - Maintain credential requirements for relevant personnel
 - No differentiation in pay scale on the basis of any protected status
 - No differentiation in the assignment of duties on the basis of any protected status except where there is a compelling need for a lawful or bona fide occupational qualification based on the nature of duties
 - Provide the same opportunities for advancement without regard to a protected class
 - No differentiation in conditions of employment including, but not limited to, hiring practices, leaves of absence, hours of employment and assignment or pay for instructional and non-instructional duties on the basis of any protected status.

