

MAINE STATE LEGISLATURE

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2
4
6
8
10
12
14
16
18
20
22
24
26
28
30
32
34
36
38
40
42
44
46

STATE OF MAINE
HOUSE OF REPRESENTATIVES
114TH LEGISLATURE
SECOND REGULAR SESSION

HOUSE AMENDMENT "A" to COMMITTEE AMENDMENT "A" to H.P. 1692, L.D. 2342, Bill, "An Act to Promote Equity of Opportunity for Women in Administrative Positions in the Public School System"

Amend the amendment in section 1 in that part designated "~~§4576.~~" by striking out all of the last sentence (page 1, lines 35 to 37 in amendment)

Further amend the amendment by striking out all of section 3 and inserting in its place the following:

'Sec. 3. 20-A MRSA §254, sub-§§8 and 9 are enacted to read:

8. Model hiring procedure. By January 1, 1991, the commissioner, in collaboration with organizations representing school boards, school administrators, teachers, the Maine Commission on Women and other interested parties, shall develop a model hiring procedure for school administrators. The counsel for the Maine Human Rights Commission appointed under Title 5, section 4566, subsection 3, shall review the model hiring procedure.

9. Gender equity. The commissioner may provide technical assistance in the area of gender equity to school administrative units, promote communication between professional groups concerning gender equity and initiate program development in the area of gender equity.'

Further amend the amendment by striking out all of section 6 and inserting in its place the following:

'Sec. 6. 20-A MRSA §1001, sub-§13 is enacted to read:

13. Nondiscriminatory hiring. They shall develop a

nondiscriminatory hiring practice for positions requiring
administrator certification. That hiring practice must include:

A. Creation or reassessment of job descriptions;

B. Clearly stated criteria for positions; and

C. An interview format that includes questions based on job
descriptions and stated criteria.'

Further amend the amendment in section 7 by striking out all
of subsection 4-A (page 3, lines 38 to 48 in amendment) and
inserting in its place the following:

'4-A. Affirmative action plan. Each school administrative
unit shall develop an affirmative action plan in accordance with
Title 5, chapter 65 as part of the school approval process and
update this plan annually as necessary. The affirmative action
plan must include a description of the status of the unit's
nondiscriminatory hiring practice provided in section 1001,
subsection 13, plans for in-service training programs on gender
equity for teachers, administrators and school boards.'

Further amend the amendment in section 9 in paragraph D by
striking out all of subparagraph (11) (page 4, lines 36 and 37 in
amendment) by inserting in its place the following:

'(11) Discriminatory and nondiscriminatory hiring
practices; and'

Further amend the amendment in section 10 in paragraph C by
striking out all of subparagraph (11) (page 5, lines 15 and 16 in
amendment) and inserting in its place the following:

'(11) Discriminatory and nondiscriminatory hiring
practices; and'

Further amend the amendment in section 11 in the 4th line
(page 5, line 24 in amendment) by striking out the following:
"partially" and inserting in its place the following: 'fully'

Further amend the amendment by striking out all of section 14

Further amend the amendment by striking out all of the
fiscal note

STATEMENT OF FACT

This amendment accomplishes the following:

HOUSE AMENDMENT "A" to COMMITTEE AMENDMENT "A" to H.P. 1692,
L.D. 2342

1. Removes the reporting requirement on hiring practices;
- 2.
2. Deletes the provisions establishing a statewide goal;
- 4.
3. Allows, rather than mandates, the provision of technical assistance to school administrative units and promotion of communication;
- 6.
- 8.
4. Deletes the language requiring knowledge of cultural differences since the University of Maine System is charged with developing such curriculum and the requirement would be premature;
- 10.
- 12.
5. Provides that internships in educational administration resulting from the study be fully, not partially, funded; and
- 14.
- 16.
6. Removes the appropriation section and the fiscal note as the bulk of the amendment has removed the necessity of funding.
- 18.

Filed by Rep. Boutilier of Lewiston

Reproduced and distributed under the direction of the Clerk of the House

3/26/90

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