MAINE STATE LEGISLATURE

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114th MAINE LEGISLATURE

SECOND REGULAR SESSION - 1990

Legislative Document

No. 2344

H.P. 1696

House of Representatives, February 22, 1990

Reported by Representative CATHCART for the Blue Ribbon Task Force to Promote Equity of Opportunity For Women in the Public School System pursuant to Resolve 1989, chapter 55.

Reference to the Joint Standing Committee on Education suggested and printing

ordered under Joint Rule 18.

Ed Pest EDWIN H. PERT, Clerk

STATE OF MAINE

IN THE YEAR OF OUR LORD NINETEEN HUNDRED AND NINETY

An Act to Establish Financial Incentives for the Promotion of Gender Equity in Public School Administration.



	Be it enacted by the People of the State of Maine as follows:
	Sec. 1. 20-A MRSA §4502, sub-§4-A is enacted to read:
	4-A. Affirmative action plan. Each school administrative
1	unit shall develop an affirmative action plan in accordance with
**	Title 5, chapter 65 as part of the school approval process and
	update that plan annually. The unit shall submit the plan
	annually to the commissioner.
	Sec. 2. 20-A MRSA §15604-A is enacted to read:
	§15604-A. Gender equity incentive
	1. Computation. Prior to computing the state funds
	necessary to meet the requested funding level under section
	15605, the commissioner shall reserve an amount equal to one
	percent of the costs and adjustments under section 15605,
	subsection 2, paragraphs B to G multiplied by the state share of
	the total allocation from the year prior to the year of
	allocation. If subsequently appropriated by the Legislature, the
	commissioner shall distribute this amount according to this
	section. When computing funding levels under section 15605, the
	commissioner shall include this reserved amount for purposes of
	determining compliance with section 15602.
	2. Gender ratio goal. For the purposes of this section, ar
	equitable gender ratio is achieved when men and women each hold
	between 40% and 60% of all targeted administrative positions requiring certification within a single school administrative
	unit. For the purposes of this subsection, "targeted
	administrative positions" are superintendents, assistant
	superintendents, secondary school principals, secondary school
	assistant principals and principals and assistant principals
	whose jurisdiction is limited predominantly to grades 6 through 8.
	miobo jarrocron is immiced predominenciy to grades o through or
	3. Gender equity categories. The commissioner shall
	categorize all school administrative units into 3 groups under

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A. Class A units are those that meet the requirements of subsection 2.

this subsection.

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B. Class B units are those that have filed a current affirmative action plan with the commissioner under section 4502, subsection 4-A that, in the judgment of the commissioner, clearly demonstrates progress toward meeting the requirements of subsection 2.

C. Class C units are those that have not met the criteria of Classes A or B.

	1. Discribation of general equity incentive rands. The
	commissioner shall distribute funds appropriated under section
4	15607, subsection 10-A under the provisions of this subsection.
6	A. Prior to January 1, 1995, the commissioner shall
	distribute 75% of the funds among the Class A school
8	administrative units on the basis of the number of targeted
	administrative positions in each unit in proportion to the
10	total number of targeted administrative positions within all
	Class A units.
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	B. Prior to January 1, 1995, the commissioner shall
14	distribute 25% of the funds among the Class B school
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4 6	administrative units on the basis of the number of targeted
16	administrative positions in each unit in proportion to the
	total number of targeted administrative positions within all
18	<u>Class B units.</u>
20	C. On or after January 1, 1995, the commissioner shall
	distribute 100% of the funds among the Class A school
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22	administrative units on the basis of the number of targeted
	administrative positions in each unit in proportion to the
24	total number of targeted administrative positions within all
	<u>Class A units.</u>
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	Sec. 3. 20-A MRSA §15607, sub-§10-A is enacted to read:
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20	10-A. Appropriation for gender equity. Appropriate the
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30	necessary funds for the gender equity program under section
	15604-A;
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34	STATEMENT OF FACT
36	This is a minority report from the Task Force to Promote
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	Equity of Opportunity for Women in the Public School System,
38	pursuant to Resolve 1989, chapter 55. This bill establishes
	strong financial incentives for public school systems to hire
40	qualified female administrators and to discourage discrimination
	against female applicants for these positions. The program is
42	funded by reserving one percent of the state education subsidy
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	for distribution to public school systems that have either:
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	1. Attained an equitable ratio of men and women
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48	2. Shown good faith efforts, through affirmative action, to
	attain equity.
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