



Equal Employment Opportunity Plan

2010-2012

UTILIZATION ANALYSIS

The Ontario School District has relatively small workforce numbers for the following job categories. This can be compared to the overall local population and the available pool of qualified applicants by analyzing the following tables.

Administrators		
Race/ Ethnicity	Number	Percent of OSD Workforce
Hispanic	3	21.4
White	11	78.6

Certified		
Race/ Ethnicity	Number	Percent of OSD Workforce
Hispanic	14	8.8
White	143	89.9
Asian	2	1.3

Classified		
Race/ Ethnicity	Number	Percent of OSD Workforce
Hispanic	42	26.2
White	112	70.0
African American	1	.6
Asian	4	2.5
Multi-Racial	1	.6

Students		
Race/ Ethnicity	Number	Percent of OSD Student Population
Hispanic	1,414	57.35
White	961	39
African American	14	.6
Asian	217	.88
Multi-Racial	51	2.08

Ontario School District 8C (OSD) has a firm commitment to equal employment opportunity and diversity in the workplace (SB Policy GBA). The District is further committed to a workplace free of unlawful discrimination on the basis of race, color, creed, religion, sex, age, national origin, ethnicity, marital status, sexual orientation, including gender expression or identify, veteran status or the presence of any sensory, mental, or physical disability. To these ends, OSD has an ongoing Equal Opportunity Employment Plan, which advances equal employment opportunity without preferential treatment on the basis of race, gender, ethnicity or national origin.

The scope of this plan shall be comprehensive and shall cover all aspects of treatment of employees and applicants, including employment opportunities, compensation, hours of work, conditions of employment, promotions, demotions, transfers, recruitment, advertising, layoff and termination.

The District shall required this plan to be implemented in every department, school, and level of operation within a reasonable but definite period of time. The District shall take affirmative action to recruit, employ, and promote individuals of a class (women, men, minorities, etc.) where it appears that the number of persons of such class employed by the school system in a particular job classification is appreciably less than the percentage of qualified individuals of such class in the relative job market or our student population. The District will seek highly qualified and effective employees carefully and with consideration of our work force resembling more closely the relative job market and our student population to the largest degree practical.

OBJECTIVES

Based on workforce and student population data the District intends to set the following objectives in it's hiring practices.

1. Target and attract Hispanic applicants that are highly effective and highly qualified teachers, administrators, and classified employees
 - a. Enhance outreach efforts by using teams that include Hispanic administrators to assist in recruitment outreach at schools, job fairs, community and employment centers and other recruiting sources.
 - b. Establish relationships with schools and community organizations that have contact with Hispanics interested in the field of education. Encourage these organizations to promote the Ontario School District 8C as an employer of choice.

- c. Select interviewers or other examination raters to include Hispanic participation.
- d. Analyze the composition of our applicant pool for all vacancies.
- e. Analyze the local workforce to determine if our hiring practices represent an underutilization of qualified applicants in the state of Oregon and Malheur County.
- f. Examine hiring practices to ensure that the most qualified applicants are selected and that Hispanic applicants are considered for openings.

DISSEMINATION

The OSD will strive to inform internal and external parties of the EEOP plan and it's objectives.

1. The OSD personnel office will brief administrative personnel who are in charge of hiring of the EEOP annually.
2. OSD will post a pdf. of the EEOP on its website under the School Board resource tab.
3. OSD will keep a copy of the EEOP in the front lobby, the superintendent's office, and the personnel office.
4. The personnel office will include a written statement on job announcements that notifies applicants that they may obtain a copy of the EEOP upon request.

Signature of Board Chairperson

Date

Superintendent Signature

Date

It is the policy of the Ontario School District Board of Directors and School District that there will be no discrimination or harassment on the grounds of race, color, sex, marital status, sexual orientation, religion, national origin, age or disability in any education programs, activities or employment. Persons having questions about equal opportunity and nondiscrimination should contact the Superintendent at the Ontario School District Office, (541) 889-5374.

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