

PHILOSOPHY-GOALS-OBJECTIVES AND COMPREHENSIVE PLANS

COMPREHENSIVE PLANS

AFFIRMATIVE ACTION PLAN

A. Basic Tenets

Underlying the Corona-Norco Unified School District's Plan for Affirmative Action are the following tenets:

1. It is advantageous for the minority student attending a school with a relatively high percentage of minority students to have available to him/her the positive image provided by a minority teacher, counselor and administrator.
2. It is advantageous to provide minority students with employees of their own ethnic culture whom they can recognize as examples of occupational achievement.
3. It is likewise advantageous for the child from the majority group to have positive experiences with minority persons which can be provided, in part, by having minority teachers, staff members, counselors and administrators.
4. It is advantageous to provide all students with female staff members whom they can recognize as examples of occupational achievement.
5. It is advantageous to all persons involved with the district and to the community at large to actively promote equal selection, assignment, and promotional opportunity without regard to race, color, ancestry, religious creed, national origin, physical handicap (including AIDS), medical condition (cancer), sex, age or marital status.
6. In those cases where a job related handicap is used as the basis to deny employment benefit, the following action will be taken:
 - a. Require a medical doctor to specifically delineate reasons for rejection of employment benefits as they relate to the particular aspects of the job which would pose an imminent and substantial risk to the employee's health.
 - b. Provide the applicant or affected employee the opportunity to provide an evaluation or statement as to health by his/her personal physician and/or independent doctor.
 - c. Make every effort to reasonably accommodate the applicant or employee's physical handicap prior to disqualification for or from employment.

B. Long Range Goal

It shall be the policy in selection, appointment, transfer and promotion of all personnel to achieve a balance of certificated and classified staff at all levels of employment which reasonably approximates the proportion of racial and ethnic minorities and females to the district's student population, the community at large, and the available labor market. The classifications of staff to be considered are as follows:

1. Certificated
 - a. Central Office Management Staff
 - b. Principals
 - c. Assistant Principals
 - d. Elementary Classroom Teachers
 - e. Secondary Classroom Teachers
 - f. Other Classroom Teachers
 - g. Counselors and Student Advisors
 - h. Psychologists and Psychometrists
 - i. Librarians
 - j. Coordinators and Supervisors of Instruction
 - k. Other Certificated Staff

2. Classified
 - a. Central Office Management Staff
 - b. Instructional Aides (8 hours only)
 - c. Technicians
 - d. Clerical/Secretarial
 - e. Service Workers
 - f. Skilled Crafts
 - g. Part Time Personnel (less than 8 hours)

C. Timeline

The Corona-Norco Unified School District's Affirmative Action Plan shall remain in effect until the long-range goal has been achieved. Following its accomplishment, a policy of equal employment opportunity shall continue to be carefully maintained and promoted, insuring that selection be based upon factors other than race, color, ancestry, religious creed, national origin, physical handicap (including AIDS), medical condition (cancer), sex, age or marital status. The Superintendent shall implement regulations to accomplish the goals of the district's Affirmative Action Plan.

Legal References: Education Codes 35014, 35020, 44100, 44101, 44102
 Revised: August 4, 1992