



2016-2017 Affirmative Action Plan Executive Summary

Fairbanks North Star Borough School District
520 Fifth Avenue
Fairbanks, AK 99701-4718

Executive Summary

The completed Affirmative Action Plan (“AAP”) is a comprehensive 501 page document.

The District is required by Section 503 of the Rehabilitation Act of 1973, Vietnam Era Veterans' Readjustment Assistance Act of 1974 , and under Executive Order 11246 to participate in the affirmative action program. Because of federal requirements, an AAP has been completed every year.

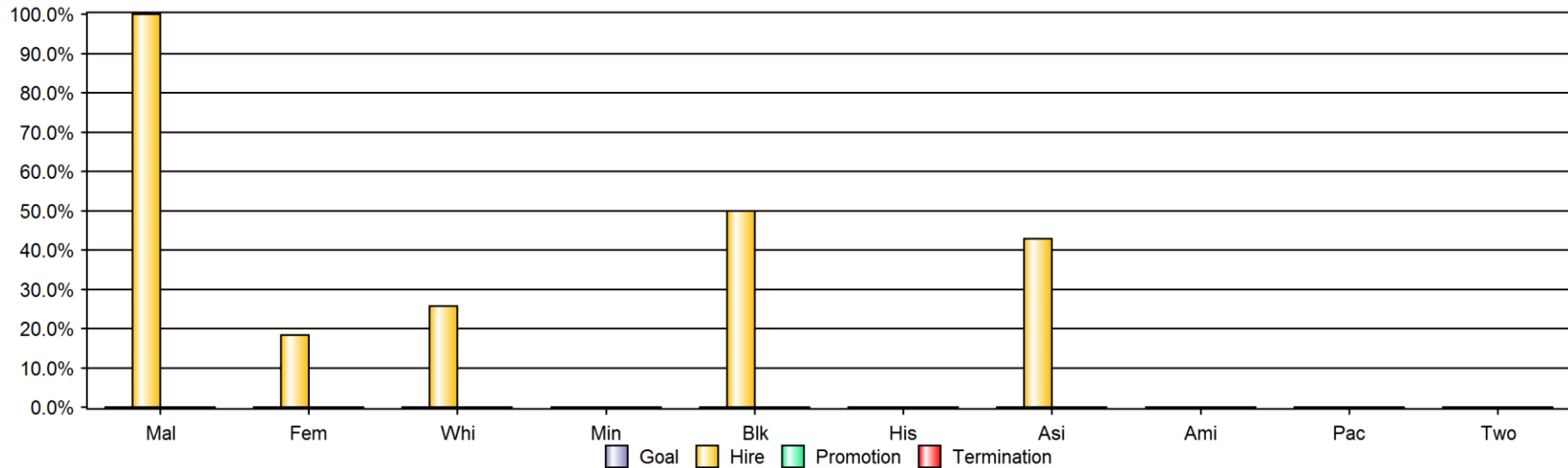
Key Terms

Executive Summary	Report reviewing results of the analysis of Annual Goals, Goals and Progress, and Adverse Impact Data.
Current	Displays the current number of persons for each category.
Current Goal	Identifies the percentage goal set in the Annual Goals Report for females and minorities and in parenthesis, the number of additional persons needed at this time to eliminate that goal.
Previous Goal	Identifies the percentage goal set in the Goals Progress Report for Females and Minorities in the prior year's AAP.
Hire Rate	Displays the percentage of persons who applied versus the percentage of persons hired for each job group.
Statistically Significant	Recognition that an un-favored group was hired at a significantly lesser rate than a favored group. (column is repeated for "Promotion Rate" and "Termination Rate").
Promotion Rate	Identifies the percent of persons promoted out of a group (broken down by Females and Minorities).
Term Rate	Displays the percent of persons terminated from a (broken down by Females and Minorities).
Base Group	Displays the number of employees for a specific Job Group as of October 2, 2016 (Information derived from a snapshot of current workforce Data).

Fairbanks North Star Borough School District 520
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Executive Summary/Management Presentation

	Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
G05B : ELEM SPED TEACHER (61 Employees)									
Males	7			100.0% (2)		0.0% (0)		0.0% (0)	
Females	54	0.0% (0)	0.0%	18.3% (11)	Y	0.0% (0)		0.0% (0)	
<hr/>									
Minorities	10	0.0% (0)	0.0%						
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White	51			25.7% (9)	N	0.0% (0)		0.0% (0)	
Black	2	0.0% (0)	0.0%	50.0% (1)		0.0% (0)		0.0% (0)	
Hispanic	2	0.0% (0)	0.0%	0.0% (0)	N	0.0% (0)		0.0% (0)	
Asian	3	0.0% (0)	0.0%	42.9% (3)	N	0.0% (0)		0.0% (0)	
American Indian	3	0.0% (0)	0.0%	0.0% (0)	N	0.0% (0)		0.0% (0)	
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N	0.0% (0)		0.0% (0)	
Two or More	0	0.0% (0)	0.0%	0.0% (0)		0.0% (0)		0.0% (0)	



The terminology in this report is used in an effort to comply with governmental affirmative action regulations. The use of such terms and statistics constitutes a good faith effort to follow these regulations. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrongdoing.

Supplemental Information

G05B: Elementary SPED Teachers

Statistically Significant Designation (Gender):

The HR is statistically significant with 60 female applicants and an 18.3% (11) HR compared to 2 male applicants and a 100% (2) HR.

Gender	Applicant Number	Hire Rate Percentage
Female Applicants	60	18.3% (11)*
Male Applicants	2	100% (2) F

F = Favored Group

*= Un-favored group

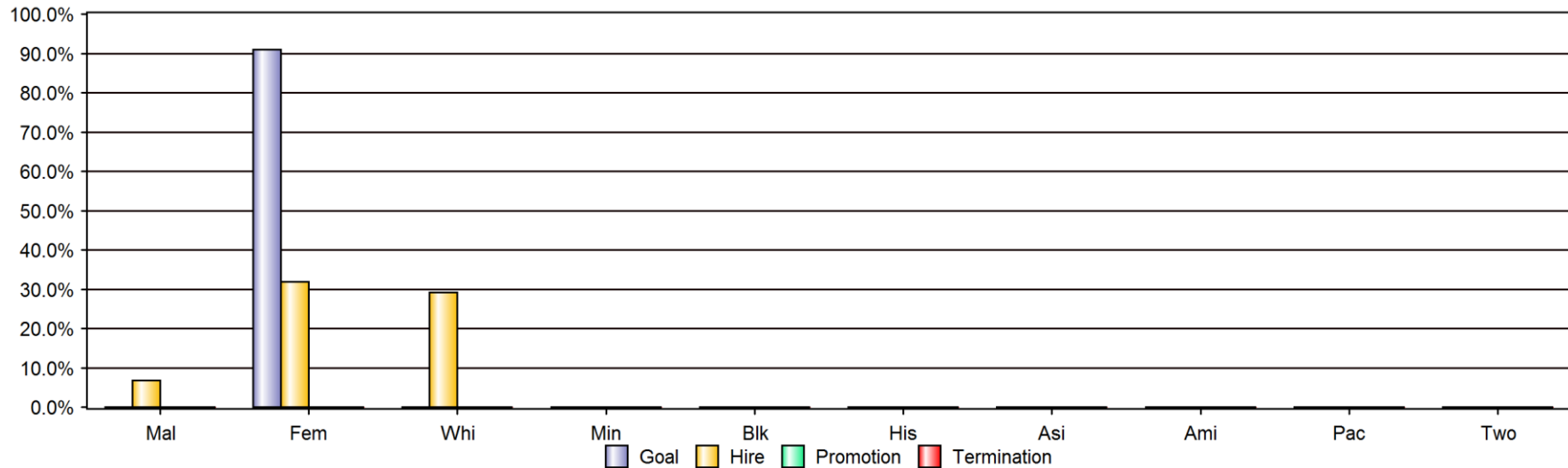
Possible Explanation for Hire Rate (Gender):

- Ratio of applicants to hires (although significant) does not necessarily warrant a need for change or further investigation.
- The job type often affects the ratio of male to female applicants, and thus drives the hire rate in one direction or the other.

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Executive Summary/Management Presentation

	Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
G07B : OTHER SPED TEACHER (91 Employees)									
Males	14			6.7% (2)	Y	0.0% (0)		0.0% (0)	
Females	77	91.0% (0)	0.0%	31.9% (15)		0.0% (0)		0.0% (0)	
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Minorities	8	0.0% (0)	0.0%						
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White	83			29.1% (16)		0.0% (0)		0.0% (0)	
Black	1	0.0% (0)	0.0%	0.0% (0)	N	0.0% (0)		0.0% (0)	
Hispanic	1	0.0% (0)	0.0%	0.0% (0)	N	0.0% (0)		0.0% (0)	
Asian	2	0.0% (0)	0.0%	0.0% (0)	N	0.0% (0)		0.0% (0)	
American Indian	4	0.0% (0)	0.0%	0.0% (0)	N	0.0% (0)		0.0% (0)	
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (1)	N	0.0% (0)		0.0% (0)	
Two or More	0	0.0% (0)	0.0%	0.0% (0)		0.0% (0)		0.0% (0)	



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Supplemental Information

G07B: Other SPED Teachers

Statistically Significant Designation (Gender):

The HR is statistically significant with 47 female applicants and an 31.9% (15) HR compared to 30 male applicants and a 6.7% (2) HR.

Gender	Applicant Number	Hire Rate Percentage
Female Applicants	47	31.9% (15) F
Male Applicants	30	6.7% (2)*

F = Favored Group

*= Un-favored group

Note: "Other SPED Teachers" refers to SPED teachers outside of the elementary level.

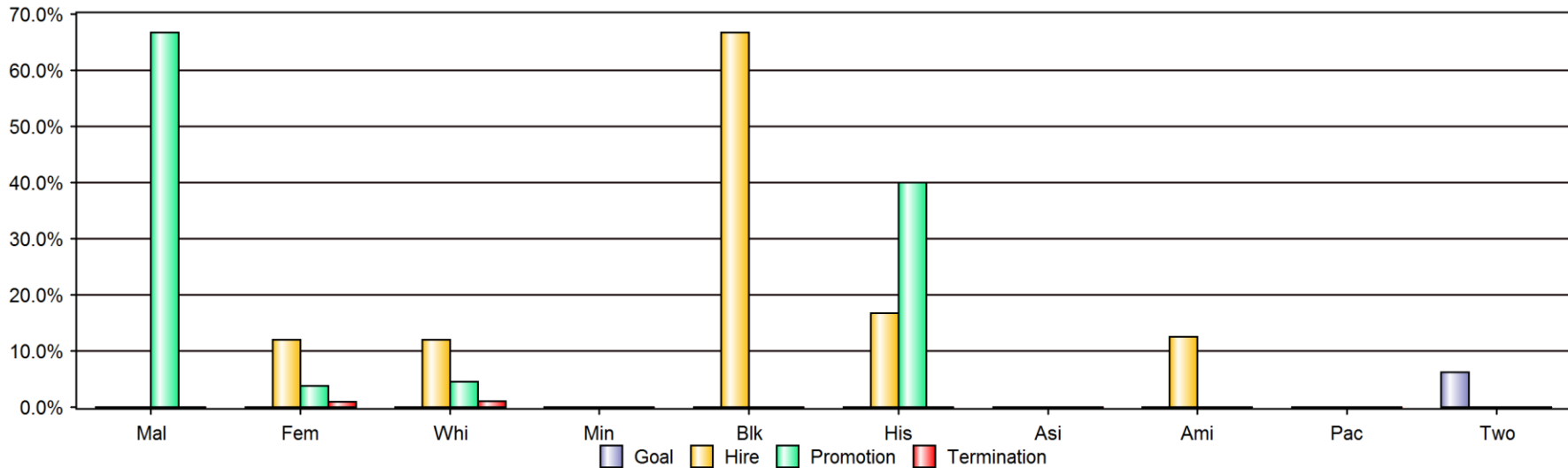
Possible Explanation for Hire Rate (Gender):

- Ratio of applicants to hires (although significant) does not necessarily warrant a need for change or further investigation.
- The job type often affects the ratio of male to female applicants, and thus drives the hire rate in one direction or the other.
- This particular job group only hired 17 of the total 77 applicants.

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Executive Summary/Management Presentation

	Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
G15B : SECRETARY (100 Employees)									
Males	1			0.0% (0)	N	66.7% (2)		0.0% (0)	
Females	99	0.0% (0)	0.0%	12.0% (23)		3.8% (4)	Y	1.0% (1)	N
<hr/>									
Minorities	16	0.0% (0)	0.0%						
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White	84			12.0% (18)	Y	4.5% (4)	Y	1.1% (1)	N
Black	4	0.0% (0)	0.0%	66.7% (2)		0.0% (0)	N	0.0% (0)	
Hispanic	2	0.0% (0)	0.0%	16.7% (1)	N	40.0% (2)		0.0% (0)	N
Asian	4	0.0% (0)	0.0%	0.0% (0)	N	0.0% (0)	N	0.0% (0)	N
American Indian	6	0.0% (0)	0.0%	12.5% (2)	N	0.0% (0)	N	0.0% (0)	N
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N	0.0% (0)	N	0.0% (0)	N
Two or More	0	6.2% (1)	6.1%	0.0% (0)		0.0% (0)		0.0% (0)	



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Supplemental Information

G15B: Secretary

Statistically Significant Designation (Ethnicity):

The HR is statistically significant for the African American (favored) race category showing 3 applicants and an 66.7% (2) HR versus the un-favored White race category showing 150 applicants and only a 12% (18) HR.

The PR is statistically significant with 2 of 5 Hispanic employees (favored) promoted with a PR of 40% versus 4 of 88 White employees promoted with a PR of 4.5%.

Ethnicity / Race	Applicant Number	Hire Rate Percentage	Base Group	Total Promotions	Promotion Rate Percentage
African American (B)	3	66.7% (2) F	4	0	0%
White (W)	150	12% (18)*	88	4	4.5% *
Asian (A)	1	0%	4	0	0%
Hispanic (H)	6	16.7% (1)	5	2	40% F
Indian (American / Alaska Native) (I)	16	12.5% (2)	6	0	0%
Pacific Islander / Hawaiian (P)	3	0%	0	0	0%
Two or More Ethnicities (T)	11	0%	0	0	0%

F = Favored Group

*= Un-favored group

Possible Explanation for Hire Rate (Ethnicity):

- May be an anomaly with no race-based explanation for the disparity.
- Important to note the number of applicants to the number of actual hires. Here, 153 applied and 20 were hired.
- The ratio of African American applicants to White applicants is extremely disproportionate, and may indicate the need to re-visit recruitment efforts and methods.

Possible Explanation for Promotion Rate (Ethnicity):

- This could be an anomaly, or it could be based on the disproportionate ratio of the number of Hispanic employees versus the number of White employees.
- Re-visiting recruitment efforts and methods, as well as looking into the qualified candidate pool within the FNSB may also present further explanation.

Supplemental Information

G15B: Secretary (Continued)

Statistically Significant Designation (Gender):

The PR is statistically significant with 2 of 3 male employees (favored) promoted with a PR of 66.7% versus 4 of 104 female employees promoted with a PR of 3.8%.

Base Group / Gender	# of Promotions	Promotion Rate Percentage
3 / Male	2	66.7% F
104 / Female	4	3.8% *

F = Favored Group

* = Un-favored group

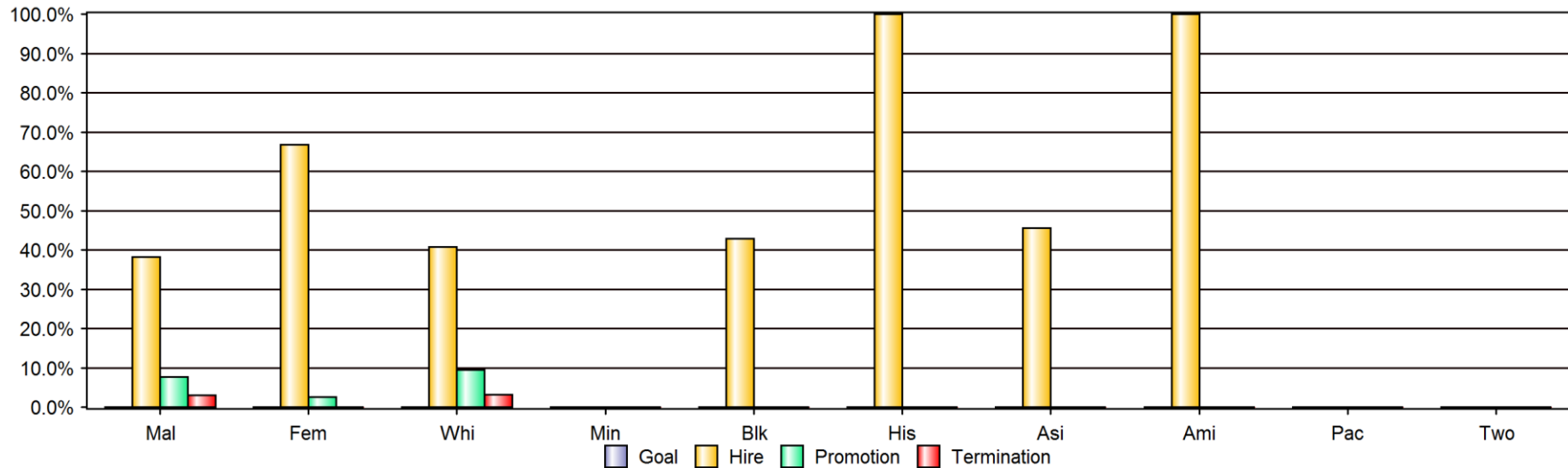
Possible Explanation for Promotion Rate Gender:

- Number of male employees to the number of female employees must be considered.
- A total of 6 promotions were granted within the job group of 107 employees – the job group as a whole had a promotion rate of 5.6%.

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Executive Summary/Management Presentation

	Current	Current Goal	Previous Goal	Hire Rate	Statistically Significant?	Promotion Rate	Statistically Significant?	Term. Rate	Statistically Significant?
G16C : CUSTODIAN GRADE 5 (103 Employees)									
Males	70			38.2% (39)	Y	7.6% (5)		3.0% (2)	N
Females	33	0.0% (0)	0.0%	66.7% (14)		2.6% (1)	N	0.0% (0)	
Minorities	38	0.0% (0)	0.0%						
White	65			40.7% (35)	Y	9.5% (6)		3.2% (2)	N
Black	9	0.0% (0)	0.0%	42.9% (3)	N	0.0% (0)	N	0.0% (0)	
Hispanic	6	0.0% (0)	0.0%	100.0% (4)	Y	0.0% (0)	N	0.0% (0)	N
Asian	17	0.0% (0)	0.0%	45.5% (5)	Y	0.0% (0)	N	0.0% (0)	N
American Indian	6	0.0% (0)	0.0%	100.0% (6)		0.0% (0)	N	0.0% (0)	N
Hawaiian/Pac. Islander	0	0.0% (0)	0.0%	0.0% (0)	N	0.0% (0)	N	0.0% (0)	N
Two or More	0	0.0% (0)	0.0%	0.0% (0)		0.0% (0)		0.0% (0)	



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Supplemental Information

G16C: Custodians – Grade 5 (Continued)

Statistically Significant Designation (Ethnicity):

The HR is statistically significant for the American Indian (favored) race category showing 6 applicants and a 100% (6) HR as well as the Hispanic (favored) race showing 4 applicants and a 100% (4) HR. Un-favored groups include the White race category showing 86 applicants and only a 40.7% (35) HR and the Asian race category showing 11 applicants and only a 45.5% (5) HR.

Ethnicity / Race	Applicant Number	Hire Rate Percentage
Indian (American / Alaska Native) (I)	6	100% (6) F
White (W)	86	40.7% (35)*
Black (B)	7	42.9% (3)
Hispanic (H)	4	100% (4)
Asian (A)	11	45.5% (5)*
Pacific Islander / Hawaiian (P)	1	0%
Two or More Ethnicities (T)	2	0%

F = Favored Group

*= Un-favored group

Possible Explanation for Hire Rate (Ethnicity):

- Ratio of applicants to hires (although significant) does not necessarily warrant a need for change or further investigation.
- In this particular job group, only 17 of the total 103 applicants were hired, resulting in a 16.5% hire rate.

Supplemental Information

G16C: Custodians – Grade 5

Statistically Significant Designation (Gender):

The HR is statistically significant with 21 female applicants and an 66.7% (14) HR compared to 102 male applicants and a 38.2% (39) HR.

Gender	Applicant Number	Hire Rate Percentage
Female Applicants	21	66.7% (14) F
Male Applicants	102	38.2% (39)*

F = Favored Group

*= Un-favored group

Possible Explanation for Hire Rate (Gender):

- May be an anomaly with no race-based explanation for the disparity.
- Ratio of applicants to hires (although significant) does not necessarily warrant a need for change or further investigation.
- Number of female applicants was significantly lower than the number of male applicants, which gives the illusion that the female applicants were favored, when in fact, there were just fewer in total.
- Total number of applicants was 123 with a hire rate of 43.1% for the job group, hiring just 53 of all applicants.

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QUESTIONS?

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