

**SCOTLAND BOARD OF EDUCATION**  
**Board Policy**

**Personnel**

**Non-Certified Affirmative Action Minority Recruitment**

The Scotland Board of Education recognizes the need to provide students with an opportunity to interact with staff from different racial, ethnic and economic backgrounds.

To this end, the Scotland Board of Education will develop and implement a plan for minority recruitment in order to demonstrate its commitment to the development of a diverse teaching staff.

Such plan shall include, but not be limited to, long and short term goals, objectives, recruitment, hiring and retention procedures.

Final Approval: 11/02/99