

- * The Order also calls for "twenty renewable State scholarships of \$1,000 per student to outstanding high school students," at least half of whom must be black or Hispanic students who agree "to teach after graduation in Delaware public schools for a minimum of four years."
- * The Order further requires the State Board to establish "benchmarks" to foster and measure "the number of minorities qualified for employment as Teachers."
- * Another provision requires the Board to spend \$101,800 for a Recruitment Coordinator and an additional \$50,000 to develop databases and recruiting guides and to publish brochures that will be of assistance in recruiting minority candidates. The Board further promises that at each school where there is more than one Administrator, at least one must be either an African-American or an Hispanic and another must be either Caucasian or Asian.
- * Then, on page 27, the Order moves beyond quotas and affirmative recruitment and calls for the State Board to establish a lower passing score on the teachers' certification examination for prospective black and Hispanic teachers than for others.

E. Since the Consent Order is to remain in effect for only four years, the Coalition to Save our Children demanded that the governance of the school districts be changed so that the policies just summarized would be perpetuated. According to an article in the News Journal, this was an area of "major disagreement" that stalled the Coalition's negotiations with the State Board. Over Thanksgiving weekend, however, the parties agreed to replace the previous system of general elections for members of the local school boards with a new system of election from single member districts.

The assumption is that the interests of minority students will be served if electoral boundaries are gerrymandered so that several members of each local board will be elected from small districts where members of minority groups make up the great majority of voters. Such an arrangement, it is assumed, will make it easier for people like those who lead the Coalition to win election to the local school boards. Governor Carper has identified this as a key ingredient in the settlement. The editors of the News Journal have called it "the linchpin of the agreement."