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By the Committees on Criminal and Civil Justice Appropriations; and Children, Families, and Elder Affairs; and Senator Crist

604-05712-09 20092094c2 A bill to be entitled

An act relating to juvenile justice; amending s. 394.492, F.S.; including children 9 years of age or younger at the time of referral for a delinquent act within the definition of those children who are eligible to receive comprehensive mental health services; amending s. 435.04, F.S., relating to level 2 screening standards; correcting a cross-reference; amending s. 984.03, F.S.; expanding the meaning of the term "child in need of services" to include a child 9 years of age or younger at the time of referral to the Department of Juvenile Justice; amending s. 985.02, F.S.; providing additional legislative findings and intent; amending s. 985.03, F.S.; redefining the term "child in need of services" to provide that a child is eligible to receive comprehensive services if the child is 9 years of age or younger at the time of referral to the department; defining the term "ordinary medical care in department facilities and programs"; amending s. 985.125, F.S.; encouraging law enforcement agencies, school districts, counties, municipalities, and the Department of Juvenile Justice to establish prearrest or postarrest diversion programs for first-time misdemeanor offenders who are 9 years of age or younger; amending s. 985.441, F.S.; providing that a court may commit a female child adjudicated as delinquent to the department for placement in a mother-infant program designed to serve the needs of the juvenile mothers or expectant

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604-05712-09 20092094c2

juvenile mothers who are committed as delinquents; requiring the department to adopt rules to govern the operation of the mother-infant program; amending s. 985.601, F.S.; requiring that the department adopt rules to ensure the effective delivery of services to children in the care and custody of the department; requiring the department to coordinate its ruleadoption process with the Department of Children and Family Services and the Agency for Persons with Disabilities; amending s. 985.644, F.S.; eliminating the exemption from background screening previously granted to a volunteer who assists on an intermittent basis for less than 40 hours per month in programs serving children if the volunteer was under direct and constant supervision by persons who meet the screening requirements; eliminating the Juvenile Justice Standards and Training Commission; providing that the department rather than the commission is responsible for juvenile justice staff development and training; detailing the minimum qualifications for juvenile justice staff of the department and contract providers who deliver direct-care services to children; amending s. 985.664, F.S.; specifying the persons, entities, and organizations with which the juvenile justice circuit boards and county councils are required to collaborate in order to facilitate interagency cooperation and information sharing; requiring the interagency collaboration agreement to specify how the entities will share information to achieve certain

604-05712-09 20092094c2

goals; requiring juvenile justice circuit boards and county councils to use due diligence in notifying the community of board vacancies; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Paragraph (i) is added to subsection (4) of section 394.492, Florida Statutes, to read:

394.492 Definitions.—As used in ss. 394.490-394.497, the term:

- (4) "Child or adolescent at risk of emotional disturbance" means a person under 18 years of age who has an increased likelihood of becoming emotionally disturbed because of risk factors that include, but are not limited to:
- (i) Being 9 years of age or younger at the time of referral for a delinquent act.

Section 2. Paragraph (b) of subsection (4) of section 435.04, Florida Statutes, is amended to read:

435.04 Level 2 screening standards.-

- (4) Standards must also ensure that the person:
- (b) Has not committed an act that constitutes domestic violence as defined in s. $741.28 \pm 0.741.30$.

Section 3. Subsection (9) of section 984.03, Florida Statutes, is amended to read:

984.03 Definitions.-When used in this chapter, the term:

(9) "Child in need of services" means a child for whom there is no pending investigation into an allegation or suspicion of abuse, neglect, or abandonment; no pending referral

604-05712-09 20092094c2

alleging that the child is delinquent, except if the child is 9 years of age or younger at the time of referral to the department; or no current supervision by the department of Juvenile Justice or the Department of Children and Family Services for an adjudication of dependency or delinquency. The child must also, pursuant to this chapter, be found by the court:

- (a) To have persistently run away from the child's parents or legal custodians despite reasonable efforts of the child, the parents or legal custodians, and appropriate agencies to remedy the conditions contributing to the behavior. Reasonable efforts shall include voluntary participation by the child's parents or legal custodians and the child in family mediation, services, and treatment offered by the department of Juvenile Justice or the Department of Children and Family Services;
- (b) To be habitually truant from school, while subject to compulsory school attendance, despite reasonable efforts to remedy the situation pursuant to ss. 1003.26 and 1003.27 and through voluntary participation by the child's parents or legal custodians and by the child in family mediation, services, and treatment offered by the department of Juvenile Justice or the Department of Children and Family Services; or
- (c) To have persistently disobeyed the reasonable and lawful demands of the child's parents or legal custodians, and to be beyond their control despite efforts by the child's parents or legal custodians and appropriate agencies to remedy the conditions contributing to the behavior. Reasonable efforts may include such things as good faith participation in family or individual counseling; or-

604-05712-09 20092094c2

(d) To be 9 years of age or younger and have been referred to the department for committing a delinquent act.

Section 4. Subsection (9) is added to section 985.02, Florida Statutes, to read:

985.02 Legislative intent for the juvenile justice system.-

(9) CHILDREN 9 YEARS OF AGE OR YOUNGER.—The Legislature finds that very young children need age-appropriate services in order to prevent and reduce future acts of delinquency. Children who are 9 years of age or younger who have been determined by the court to pose no danger to the community and are unlikely to recidivate, should be diverted into prearrest or postarrest programs, civil citation programs, or children—in—need—of—services and families—in—need—of—services programs, as appropriate. If, upon findings from the needs assessment, the child is found to be in need of mental health services or substance abuse treatment services, the department shall cooperate with the parent or legal guardian and the Department of Children and Family Services, as appropriate, to identify the most appropriate services and supports and available funding sources to meet the needs of the child.

Section 5. Subsection (7) of section 985.03, Florida Statutes, is amended, present subsections (39) through (57) are redesignated as subsections (40) through (58), respectively, and a new subsection (39) is added to that section, to read:

985.03 Definitions.—As used in this chapter, the term:

(7) "Child in need of services" means a child for whom there is no pending investigation into an allegation or suspicion of abuse, neglect, or abandonment; no pending referral alleging that the child is delinquent, except if the child is 9

604-05712-09 20092094c2

years of age or younger at the time of referral to the department; or no current supervision by the department or the Department of Children and Family Services for an adjudication of dependency or delinquency. The child must also, under this chapter, be found by the court:

- (a) To have persistently run away from the child's parents or legal custodians despite reasonable efforts of the child, the parents or legal custodians, and appropriate agencies to remedy the conditions contributing to the behavior. Reasonable efforts shall include voluntary participation by the child's parents or legal custodians and the child in family mediation, services, and treatment offered by the department or the Department of Children and Family Services;
- (b) To be habitually truant from school, while subject to compulsory school attendance, despite reasonable efforts to remedy the situation under ss. 1003.26 and 1003.27 and through voluntary participation by the child's parents or legal custodians and by the child in family mediation, services, and treatment offered by the department of Juvenile Justice or the Department of Children and Family Services; or
- (c) To have persistently disobeyed the reasonable and lawful demands of the child's parents or legal custodians, and to be beyond their control despite efforts by the child's parents or legal custodians and appropriate agencies to remedy the conditions contributing to the behavior. Reasonable efforts may include such things as good faith participation in family or individual counseling; or-
- (d) To have been referred for a delinquent act at the age of 9 years or younger.

604-05712-09 20092094c2

(39) "Ordinary medical care in department facilities and programs" means medical procedures that are administered or performed on a routine basis and include, but are not limited to, inoculations, physical examinations, remedial treatment for minor illnesses and injuries, preventive services, medication management, chronic disease detection and treatment, and other medical procedures that are administered or performed on a routine basis and that do not involve hospitalization, surgery, or use of general anesthesia.

Section 6. Subsection (1) of section 985.125, Florida Statutes, is amended to read:

985.125 Prearrest or postarrest diversion programs.-

(1) A law enforcement agency, or school district, county, municipality, or the department, in cooperation with the state attorney, is encouraged to may establish a prearrest or postarrest diversion programs for first-time misdemeanor offenders and offenders who are 9 years of age or younger program.

Section 7. Paragraph (e) is added to subsection (1) of section 985.441, Florida Statutes, to read:

985.441 Commitment.-

- (1) The court that has jurisdiction of an adjudicated delinquent child may, by an order stating the facts upon which a determination of a sanction and rehabilitative program was made at the disposition hearing:
- (e) Commit the child to the department for placement in a mother-infant program designed to serve the needs of the juvenile mothers or expectant juvenile mothers who are committed as delinquents. The department's mother-infant program must be

604-05712-09 20092094c2

licensed as a child care facility in accordance with s. 402.308, and must provide the services and support necessary to enable the committed juvenile mothers to provide for the needs of their infants who, upon agreement of the mother, may accompany them in the program. The department shall adopt rules to govern the operation of such programs.

Section 8. Subsection (2) of section 985.601, Florida Statutes, is amended to read:

985.601 Administering the juvenile justice continuum.-

- (2) (a) The department shall develop and implement an appropriate continuum of care that provides individualized, multidisciplinary assessments, objective evaluations of relative risks, and the matching of needs with placements for all children under its care, and that uses a system of case management to facilitate each child being appropriately assessed, provided with services, and placed in a program that meets the child's needs.
- (b) The department shall adopt rules to ensure the effective delivery of services to children in the department's care and custody. The rules must address the delivery of:
- 1. Ordinary medical care in department facilities and
 programs;
- 2. Mental health services in department facilities and programs;
- 3. Substance abuse treatment services in department facilities and programs; and
- 4. Services to children with developmental disabilities in department facilities and programs.

604-05712-09 20092094c2

The department shall coordinate its rulemaking with the
Department of Children and Family Services and the Agency for
Persons with Disabilities to ensure that the rules adopted under
this section do not encroach upon the substantive jurisdiction
of those agencies. The department shall include the abovementioned entities in the rulemaking process, as appropriate.

Section 9. Section 985.644, Florida Statutes, is amended to read:

985.644 Departmental contracting powers; personnel standards and screening.—

- (1) The department of Juvenile Justice or the Department of Children and Family Services, as appropriate, may contract with the Federal Government, other state departments and agencies, county and municipal governments and agencies, public and private agencies, and private individuals and corporations in carrying out the purposes of, and the responsibilities established in, this chapter.
- Department of Children and Family Services contracts with a provider for any program for children, all personnel, including owners, operators, employees, and volunteers, in the facility must be of good moral character. Each contract entered into by either department for services delivered on an appointment or intermittent basis by a provider that does not have regular custodial responsibility for children and each contract with a school for before or aftercare services must ensure that the owners, operators, and all personnel who have direct contact with children are of good moral character. A volunteer who assists on an intermittent basis for less than 40 hours per

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604-05712-09 20092094c2

month need not be screened if the volunteer is under direct and constant supervision by persons who meet the screening requirements.

- (b) The department of Juvenile Justice and the Department of Children and Family Services shall require employment screening pursuant to chapter 435, using the level 2 standards set forth in that chapter for personnel in programs for children or youths.
- (c) The department of Juvenile Justice or the Department of Children and Family Services may grant exemptions from disqualification from working with children as provided in s. 435.07.
- (2) The department may contract with the Federal Government, other state departments and agencies, county and municipal governments and agencies, public and private agencies, and private individuals and corporations in carrying out the purposes and the responsibilities of the delinquency services and programs of the department.
- (3) The department shall adopt a rule pursuant to chapter 120 establishing a procedure to provide notice of policy changes that affect contracted delinquency services and programs. A policy is defined as an operational requirement that applies to only the specified contracted delinquency service or program. The procedure shall include:
 - (a) Public notice of policy development.
 - (b) Opportunity for public comment on the proposed policy.
- (c) Assessment for fiscal impact upon the department and providers.
 - (d) The department's response to comments received.

604-05712-09 20092094c2

(4) When the department contracts with a provider for any delinquency service or program, all personnel, including all owners, operators, employees, and volunteers in the facility or providing the service or program shall be of good moral character. A volunteer who assists on an intermittent basis for less than 40 hours per month is not required to be screened if the volunteer is under direct and constant supervision by persons who meet the screening requirements.

- $\underline{(4)}$ (a) For any person employed by the department, or by a provider under contract with the department, in delinquency facilities, services, or programs, the department shall require:
- 1. A level 2 employment screening pursuant to chapter 435 prior to employment.
- 2. A federal criminal records check by the Federal Bureau of Investigation every 5 years following the date of the person's employment.
- (b) Except for law enforcement, correctional, and correctional probation officers, to whom s. 943.13(5) applies, the department shall electronically submit to the Department of Law Enforcement:
- 1. Fingerprint information obtained during the employment screening required by subparagraph (a)1.
- 2. Beginning on December 15, 2005, Fingerprint information for all persons employed by the department, or by a provider under contract with the department, in delinquency facilities, services, or programs if such fingerprint information has not previously been electronically submitted to the Department of Law Enforcement under this paragraph.
 - (c) All fingerprint information electronically submitted to

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604-05712-09 20092094c2

the Department of Law Enforcement under paragraph (b) shall be retained by the Department of Law Enforcement and entered into the statewide automated fingerprint identification system authorized by s. 943.05(2)(b). Thereafter, such fingerprint information shall be available for all purposes and uses authorized for arrest fingerprint information entered into the statewide automated fingerprint identification system pursuant to s. 943.051 until the fingerprint information is removed pursuant to paragraph (e). The Department of Law Enforcement shall search all arrest fingerprint information received pursuant to s. 943.051 against the fingerprint information entered into the statewide automated fingerprint system pursuant to this subsection. Any arrest records identified as a result of the search shall be reported to the department in the manner and timeframe established by the Department of Law Enforcement by rule.

- (d) The department shall pay an annual fee to the Department of Law Enforcement for its costs resulting from the fingerprint information retention services required by this subsection. The amount of the annual fee and procedures for the submission and retention of fingerprint information and for the dissemination of search results shall be established by the Department of Law Enforcement by a rule that is applicable to the department individually pursuant to this subsection or that is applicable to the department and other employing agencies pursuant to rulemaking authority otherwise provided by law.
- (e) The department shall notify the Department of Law Enforcement when a person whose fingerprint information is retained by the Department of Law Enforcement under this

604-05712-09 20092094c2

subsection is no longer employed by the department, or by a provider under contract with the department, in a delinquency facility, service, or program. This notice shall be provided by the department to the Department of Law Enforcement no later than 6 months after the date of the change in the person's employment status. Fingerprint information for persons identified by the department in the notice shall be removed from the statewide automated fingerprint system.

 $\underline{(5)}$ (6) The department may grant exemptions from disqualification from working with children as provided in s. 435.07.

Section 10. Section 985.66, Florida Statutes, is amended to read:

985.66 Juvenile justice training academies; <u>staff</u>
<u>development and training</u> <u>Juvenile Justice Standards and Training</u>
<u>Commission</u>; Juvenile Justice Training Trust Fund.—

(1) LEGISLATIVE PURPOSE.—In order to enable the state to provide a systematic approach to staff development and training for judges, state attorneys, public defenders, law enforcement officers, school district personnel, and juvenile justice program staff that will meet the needs of such persons in their discharge of duties while at the same time meeting the requirements for the American Correction Association accreditation by the Commission on Accreditation for Corrections, it is the purpose of the Legislature to require the department to establish, maintain, and oversee the operation of juvenile justice training academies in the state. The purpose of the Legislature in establishing staff development and training programs is to foster better staff morale and reduce

604-05712-09 20092094c2

mistreatment and aggressive and abusive behavior in delinquency programs; to positively impact the recidivism of children in the juvenile justice system; and to afford greater protection of the public through an improved level of services delivered by a professionally trained juvenile justice program staff to children who are alleged to be or who have been found to be delinquent.

- (2) STAFF DEVELOPMENT AND TRAINING JUVENILE JUSTICE STANDARDS AND TRAINING COMMISSION.—
- (a) There is created under the Department of Juvenile Justice the Juvenile Justice Standards and Training Commission, hereinafter referred to as the commission. The 17-member commission shall consist of the Attorney General or designee, the Commissioner of Education or designee, a member of the juvenile court judiciary to be appointed by the Chief Justice of the Supreme Court, and 14 members to be appointed by the Secretary of Juvenile Justice as follows:
- 1. Seven members shall be juvenile justice professionals: a superintendent or a direct care staff member from an institution; a director from a contracted community-based program; a superintendent and a direct care staff member from a regional detention center or facility; a juvenile probation officer supervisor and a juvenile probation officer; and a director of a day treatment or conditional release program. No fewer than three of these members shall be contract providers.
- 2. Two members shall be representatives of local law enforcement agencies.
- 3. One member shall be an educator from the state's university and community college program of criminology,

604-05712-09 20092094c2

criminal justice administration, social work, psychology, sociology, or other field of study pertinent to the training of juvenile justice program staff.

- 4. One member shall be a member of the public.
- 5. One member shall be a state attorney, or assistant state attorney, who has juvenile court experience.
- 6. One member shall be a public defender, or assistant public defender, who has juvenile court experience.
- 7. One member shall be a representative of the business community.

All appointed members shall be appointed to serve terms of 2 years.

- (b) The composition of the commission shall be broadly reflective of the public and shall include minorities and women. The term "minorities" as used in this paragraph means a member of a socially or economically disadvantaged group that includes blacks, Hispanics, and American Indians.
- (c) The Department of Juvenile Justice shall provide the commission with staff necessary to assist the commission in the performance of its duties.
- (d) The commission shall annually elect its chairperson and other officers. The commission shall hold at least four regular meetings each year at the call of the chairperson or upon the written request of three members of the commission. A majority of the members of the commission constitutes a quorum. Members of the commission shall serve without compensation but are entitled to be reimbursed for per diem and travel expenses as provided by s. 112.061 and these expenses shall be paid from the

604-05712-09 20092094c2

Juvenile Justice Training Trust Fund.

(e) The <u>department</u> powers, duties, and functions of the commission shall be to:

- (a) 1. Designate the location of the training academies; develop, implement, maintain, and update the curriculum to be used in the training of <u>delinquency juvenile justice</u> program staff; establish timeframes for participation in and completion of training by <u>delinquency juvenile justice</u> program staff; develop, implement, maintain, and update job-related examinations; develop, implement, and update the types and frequencies of evaluations of the training academies; approve, modify, or disapprove the budget for the training academies, and the contractor to be selected to organize and operate the training academies and to provide the training curriculum.
- (b) 2. Establish uniform minimum job-related training courses and examinations for <u>delinquency</u> juvenile justice program staff.
- $\underline{\text{(c)}}_3$. Consult and cooperate with the state or any political subdivision; any private entity or contractor; and with private and public universities, colleges, community colleges, and other educational institutions concerning the development of juvenile justice training and programs or courses of instruction, including, but not limited to, education and training in the areas of juvenile justice.
- (d) 4. Enter into With the approval of the department, make and enter into such contracts and agreements with other agencies, organizations, associations, corporations, individuals, or federal agencies as the commission determines are necessary in the execution of the its powers of the

604-05712-09 20092094c2

department or the performance of its duties.

- 5. Make recommendations to the Department of Juvenile Justice concerning any matter within the purview of this section.
- commission shall establish a certifiable program for juvenile justice training pursuant to this section, and all <u>delinquency</u> department program staff and providers who deliver direct care services pursuant to contract with the department shall be required to participate in and successfully complete the department—approved commission—approved program of training pertinent to their areas of responsibility. Judges, state attorneys, and public defenders, law enforcement officers, and school district personnel may participate in such training program. For the <u>delinquency</u> juvenile justice program staff, the department commission shall, based on a job-task analysis:
- (a) Design, implement, maintain, evaluate, and revise a basic training program, including a competency-based examination, for the purpose of providing minimum employment training qualifications for all juvenile justice personnel. All program staff of the department and providers who deliver direct-care services who are hired after October 1, 1999, must meet the following minimum requirements:
 - 1. Be at least 19 years of age.
- 2. Be a high school graduate or its equivalent as determined by the department commission.
- 3. Not have been convicted of any felony or a misdemeanor involving perjury or a false statement, or have received a dishonorable discharge from any of the Armed Forces of the

604-05712-09 20092094c2

United States. Any person who, after September 30, 1999, pleads guilty or nolo contendere to or is found guilty of any felony or a misdemeanor involving perjury or false statement is not eligible for employment, notwithstanding suspension of sentence or withholding of adjudication. Notwithstanding this subparagraph, any person who pled nolo contendere to a misdemeanor involving a false statement before October 1, 1999, and who has had such record of that plea sealed or expunged is not ineligible for employment for that reason.

- 4. Abide by all the provisions of s. 985.644(1) regarding fingerprinting and background investigations and other screening requirements for personnel.
- 5. Execute and submit to the department an affidavit-of-application form, adopted by the department, attesting to his or her compliance with subparagraphs 1.-4. The affidavit must be executed under oath and constitutes an official statement under s. 837.06. The affidavit must include conspicuous language that the intentional false execution of the affidavit constitutes a misdemeanor of the second degree. The employing agency shall retain the affidavit.
- (b) Design, implement, maintain, evaluate, and revise an advanced training program, including a competency-based examination for each training course, which is intended to enhance knowledge, skills, and abilities related to job performance.
- (c) Design, implement, maintain, evaluate, and revise a career development training program, including a competency-based examination for each training course. Career development courses are intended to prepare personnel for promotion.

604-05712-09 20092094c2

(d) The <u>department</u> commission is encouraged to design, implement, maintain, evaluate, and revise juvenile justice training courses, or to enter into contracts for such training courses, that are intended to provide for the safety and wellbeing of both citizens and juvenile offenders.

- (4) JUVENILE JUSTICE TRAINING TRUST FUND.-
- (a) There is created within the State Treasury a Juvenile Justice Training Trust Fund to be used by the Department of Juvenile Justice for the purpose of funding the development and updating of a job-task analysis of <u>delinquency program staff</u> juvenile justice personnel; the development, implementation, and updating of job-related training courses and examinations; <u>and</u> the cost of <u>commission-approved</u> juvenile justice training courses; and reimbursement for expenses as provided in s.

 112.061 for members of the commission and staff.
- (b) One dollar from every noncriminal traffic infraction collected pursuant to ss. 318.14(10)(b) and 318.18 shall be deposited into the Juvenile Justice Training Trust Fund.
- (c) In addition to the funds generated by paragraph (b), the trust fund may receive funds from any other public or private source.
- (d) Funds that are not expended by the end of the budget cycle or through a supplemental budget approved by the department shall revert to the trust fund.
- (5) ESTABLISHMENT OF JUVENILE JUSTICE TRAINING ACADEMIES.—
 The number, location, and establishment of juvenile justice training academies shall be determined by the <u>department</u> commission.
 - (6) SCHOLARSHIPS AND STIPENDS.-

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604-05712-09 20092094c2

(a) By rule, the department commission shall establish criteria to award scholarships or stipends to qualified delinquency program staff juvenile justice personnel who are residents of the state who want to pursue a bachelor's or associate in arts degree in juvenile justice or a related field. The department shall handle the administration of the scholarship or stipend. The Department of Education shall handle the notes issued for the payment of the scholarships or stipends. All scholarship and stipend awards shall be paid from the Juvenile Justice Training Trust Fund upon vouchers approved by the Department of Education and properly certified by the Chief Financial Officer. Prior to the award of a scholarship or stipend, the delinquency program staff juvenile justice employee must agree in writing to practice her or his profession in juvenile justice or a related field for 1 month for each month of grant or to repay the full amount of the scholarship or stipend together with interest at the rate of 5 percent per annum over a period not to exceed 10 years. Repayment shall be made payable to the state for deposit into the Juvenile Justice Training Trust Fund.

- (b) The $\underline{\text{department}}$ $\underline{\text{commission}}$ may establish the scholarship program by rule—and $\underline{\text{implement}}$ the program on or after July 1, 1996.
- (7) ADOPTION OF RULES.—The <u>department</u> commission shall adopt rules as necessary to <u>administer</u> carry out the provisions of this section.
- (8) PARTICIPATION OF CERTAIN PROGRAMS IN THE STATE RISK MANAGEMENT TRUST FUND.—Pursuant to s. 284.30, the Division of Risk Management of the Department of Financial Services is

604-05712-09 20092094c2

authorized to insure a private agency, individual, or corporation operating a state-owned training school under a contract to carry out the purposes and responsibilities of any program of the department. The coverage authorized herein shall be under the same general terms and conditions as the department is insured for its responsibilities under chapter 284.

(9) DELINQUENCY PROGRAM STAFF DEFINED.—As used in this section, the term "delinquency program staff" means supervisory and direct care staff of a delinquency program as well as support staff who have direct contact with children in a delinquency program that is owned and operated by the department. The Juvenile Justice Standards and Training Commission is terminated on June 30, 2001, and such termination shall be reviewed by the Legislature prior to that date.

Section 11. Subsection (3) of section 985.664, Florida Statutes, is amended to read:

985.664 Juvenile justice circuit boards and juvenile justice county councils.—

(3) Juvenile justice circuit boards and county councils shall also participate in facilitating interagency cooperation and information sharing with local school authorities, law enforcement agencies, state attorneys, public defenders, judicial entities, local representatives of the department, the Department of Children and Family Services, and faith-based and community-based organizations for the purpose of forwarding the goals of the county or circuit plan. An interagency collaboration agreement shall specify how the community's entities will cooperate, collaborate, and share information in order to achieve the goals of the juvenile justice prevention

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and early intervention plan or the comprehensive plan for the circuit. Juvenile justice circuit boards and county councils shall use due diligence in notifying the community of board vacancies through various community outreach outlets, such as community newspapers, churches, and free public announcements.

Section 12. This act shall take effect July 1, 2009.