



HB 1403

2003

1 A bill to be entitled

2 An act relating to the community college employment equity  
3 accountability program; amending s. 1012.86, F.S.;  
4 revising provisions relating to goals and objectives for  
5 diversity; providing an effective date.  
6

7 Be It Enacted by the Legislature of the State of Florida:  
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9 Section 1. Subsection (1) of section 1012.86, Florida  
10 Statutes, is amended to read:

11 1012.86 Community college employment equity accountability  
12 program.--

13 (1) Each community college shall include in its annual  
14 equity update a plan for increasing the representation of women  
15 and minorities in senior-level administrative positions and in  
16 full-time faculty positions, and for increasing the  
17 representation of women and minorities who have attained  
18 continuing-contract status. Positions shall be defined in the  
19 personnel data element directory of the Department of Education.  
20 The plan must include specific measurable goals and objectives,  
21 specific strategies and timelines for accomplishing these goals  
22 and objectives, and comparable national standards as provided by  
23 the Department of Education. The goals and objectives for  
24 diversity among persons in executive, administrative,  
25 managerial, and faculty positions shall be based on meeting or  
26 exceeding comparable national standards. The goals and  
27 objectives for diversity of faculty with continuing-contract  
28 status shall mirror the pool of persons hired in eligible  
29 continuing-contract faculty positions 4 years prior to the goals  
30 assessment date. Goals and objectives ~~and~~ shall be reviewed and



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31 recommended by the State Board of Education as appropriate. Such  
32 plans shall be maintained until appropriate representation has  
33 been achieved and maintained for at least 3 consecutive  
34 reporting years.

35 Section 2. This act shall take effect upon becoming a law.