

EDUCATION Lloyd-Jones, Chair; Bruner and Taylor

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SENATE FILE **2119**
BY MANN and MURPHY

Passed Senate, Date 2/22/72 (p. 442) Passed House, Date _____
Vote: Ayes 37 Nays 2 Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act relating to the role of the department of education in
2 requiring specific steps by school districts, area education
3 agencies, and merged area schools to accomplish the goals of
4 equal opportunity and affirmative action in personnel
5 policies.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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SF 2119

1 Section 1. Section 19B.11, subsections 1 and 2, Code 1987,
2 are amended to read as follows:

3 1. It is the policy of this state to provide equal
4 opportunity in school district, area education agency, and
5 merged area school employment to all persons. An individual
6 shall not be denied equal access to school district, or area
7 education agency, or merged area school employment
8 opportunities because of race, creed, color, religion,
9 national origin, sex, age, or physical or mental disability.
10 It also is the policy of this state to apply affirmative
11 action measures to correct deficiencies in school district,
12 area education agency, and merged area school employment
13 systems where those remedies are appropriate. This policy
14 shall be construed broadly to effectuate its purposes.

15 2. The director of the department of education shall
16 actively promote fair employment practices for all school
17 district, area education agency, and merged area school
18 employees and the state board of education shall ~~refer~~ adopt
19 rules requiring specific steps by school districts, area
20 education agencies, and merged area schools concerning state
21 efforts to accomplish this goal the goals of equal employment
22 opportunity and affirmative action in the recruitment,
23 appointment, assignment, and advancement of personnel. Each
24 school district, area education agency, and merged area school
25 shall be required to develop affirmative action standards
26 which are based on the population of the community in which it
27 functions, the student population served, or the persons who
28 can be reasonably recruited. The director of education shall
29 consult with the department of personnel in the performance of
30 duties under this section.

31 EXPLANATION

32 This bill provides for a greater role by the department of
33 education in requiring specific steps by school districts,
34 area education agencies, and merged area schools to accomplish
35 the goals of equal opportunity and affirmative action in

1 personnel policies.

FISCAL NOTE

LSB No. 7544S
Staff ID. AAW

REQ. BY SENATOR MANN SENATE FILE 2119

In compliance with a written request received February 1, 1988, a fiscal note for Senate File 2119 is hereby submitted pursuant to Joint Rule 17. Data used in developing this fiscal note are available from the Legislative Fiscal Bureau to members of the Legislature upon request.

Senate File 2119 amends Section 19B.11, Iowa Code to state that it is policy to apply affirmative action measures to correct deficiencies in school district, area education agency, and merged area school employment systems. It also requires the state board of education to adopt rules requiring specific steps by school districts, area education agencies and merged area schools to accomplish equal employment opportunity and affirmative action in the recruitment, appointment, assignment, and advancement of personnel. Each school district, area education agency and merged area school are required to develop affirmative action standards.

Assumptions:

1. All designated agencies would be affected.
2. No additional appropriations would be necessary.
3. Present human resources would need to be diverted to accomplish this legislative mandate in the affected agencies.

Fiscal Effect:

The development of rules, plans, and affirmative action steps could be done by existing personnel. There is no fiscal impact on the State general fund for this bill.

Source: Dept. of Education

(LSB 7544S, AAW)

Cennis C. Prouty
Fiscal Director

Legislative Fiscal Bureau

Date: 2/10/88

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