

# HB999/SB266 FACT SHEET

Due to public feedback, both HB999 and SB266 have been amended through the committee process. This is a reminder that advocacy WORKS! See below the differences and similarities with each bill. Improvements have been made, but serious concerns remain.

## THE GOOD

HB 999 has adopted proposed committee substitute (PCS) that brings the bill more in line with SB 266.

This means that both bills no longer contain specific bans on majors or minors in critical theory, initiation of post-tenure review at any time, nor do the bills isolate the hiring in the hands of the Board of Trustees.

## THE BAD

After amendments on SB266 passed, both bills now have bans on DEI. See language below.

307           (2) A Florida College System institution, state  
308           university, Florida College System institution direct-support  
309           organization, or state university direct-support organization  
310           may not expend any state or federal funds to promote, support,  
311           or maintain any programs or campus activities that:  
312           (a) Constitute violations of s. 1000.05; or  
313           (b) Advocate for diversity, equity, and inclusion, or  
314           promote or engage in political or social activism, as defined by  
315           rules of the State Board of Education and regulations of the  
316           Board of Governors.

Both bills will now come into alignment with deeply concerning language that still compels speech around the teaching of American history, bans state and federal funding for programs and groups (including student groups) that support critical race theory (CRT), mandates that the Board of Governors give instruction for the removal of CRT curriculum, limits the ability of accreditors to enforce rules around academic freedom and other issues, and mandates western-focused curriculum in general education courses. There does seem to be a carveout (like before) for student-led organizations funded by student fees.

Of extreme concern is one new amendment that slipped into the bill language last week. SB 266 / HB 999 will ban grievance and arbitration proceedings for all faculty employment decisions, including termination, tenure and promotion, discipline, and more. This is a significant attack on our Florida constitutional right to collectively bargain, and it must be stopped in its tracks.