

Dr. Marta Pérez, Board Member

**SUBJECT: ACCOMMODATIONS FOR NURSING MOTHERS**

**COMMITTEE: INSTRUCTIONAL EXCELLENCE AND COMMUNITY  
ENGAGEMENT**

**LINK TO STRATEGIC  
FRAMEWORK: STUDENT, PARENT, AND COMMUNITY ENGAGEMENT**

School Board Policy No. 4425, *Nursing Mothers*, states that: "Support staff members who breastfeed shall be provided additional unpaid break time, as necessary to express breast milk on District premises." However, the policy does not address instructional employees.

The purpose of this item is to request that the Board consider making available certain accommodations to instructional personnel as well, so long as any accommodations that may be provided are not in conflict with the pertinent collective bargaining agreement and do not contravene applicable law, including the Fair Labor Standards Act (commonly referred to as the "FLSA"). In addition, any possible accommodations that may be afforded to instructional employees should not create an undue burden on the impacted school site, and may not interfere with the ability to provide an orderly educational environment.

**ACTION PROPOSED BY  
DR. MARTA PÉREZ:**

That The School Board of Miami-Dade County, Florida, direct the Superintendent to initiate rulemaking procedures to amend School Board Policy No. 4425, *Nursing Mothers*, to include instructional personnel.