

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 establishing a Board policy that would provide guidance to school site principals in affording accommodations to instructional personnel who are nursing mothers, so long as any possible accommodation that may be afforded to instructional employees does not create an undue burden on the impacted school site, and does not interfere with the ability to provide an orderly educational environment.

R
E
V
I
S
E
D

The intent of this item is not to provide additional break times to instructional staff as currently allowed under Board Policy to support staff, but to afford principals guidance in allowing nursing mothers who are part of the teaching staff the ability to express milk during non-instructional time. Any accommodation that may be provided cannot be in conflict with the pertinent collective bargaining agreement, and may not contravene applicable law, including the Fair Labor Standards Act (commonly referred to as the "FLSA").

A
D
D
E
D

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

That The School Board of Miami-Dade County, Florida, direct the Superintendent to initiate rulemaking procedures to establish a School Board Policy to provide guidance in affording accommodations to instructional personnel as outlined in this item.

R
E
V
I
S
E
D