

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**

Throughout my tenure, my office, with the Board's support, has advocated for children's critical needs for nurturing during the first years of life. This led to the implementation of baby care models within some of our schools where infants and toddlers are cared for onsite or nearby their mother's work location.

This item seeks to further cement our Board's commitment to infant care. Research supports the benefits of nursing babies. The benefits of breastfeeding extend well beyond basic nutrition.

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.

Teachers' schedules are varied and their work times subject to collective bargaining. The intent of this item is to encourage principals to facilitate adequate locations for nursing mothers within the parameters of the labor contract and applicable law.

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

That The School Board of Miami-Dade County, Florida, request the Superintendent to encourage principals to facilitate an adequate location for nursing mothers within the parameters of the labor contract.