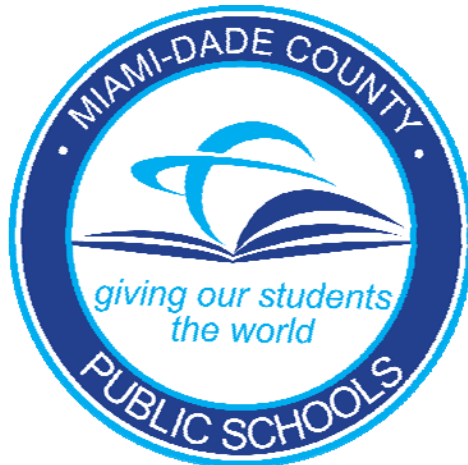


ATTENDANCE ZONE RECOMMENDATIONS AND RELATED ADMINISTRATIVE ACTIONS

~~2015-2016~~

2016-2017



**MIAMI-DADE COUNTY PUBLIC SCHOOLS
SCHOOL OPERATIONS**

**Initial Reading – April 13, 2016
Board Policy 5120**

D-47

Miami-Dade County Public Schools

The School Board of Miami-Dade County, Florida

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INTRODUCTION

The 2015-2016 school year marks the thirty-fifth (35th) year that citizens are involved in the Attendance Boundary Committee (ABC) process. This committee was established by the School Board and the Superintendent after numerous citizens expressed concerns about the lack of community involvement in attendance boundary recommendations. Subsequently, each year community members from various civic and educational advocacy organizations have diligently served on this committee reviewing recommendations of proposed attendance boundaries for new schools and changes to the boundaries of existing schools.

The challenge this year is to continue to comply with the state mandate of Class Size Reduction while providing specific direction/information to communities as attendance boundaries are modified for 2016-2017. To ensure the appropriate distribution of students as new student stations are delivered, current boundary procedures allow the Superintendent of Schools, with the assistance of School Operations and the Office of School Facilities, to develop proposed boundary recommendations. The proposed recommendations were presented at Region Community Meetings to the affected school communities. The boundary recommendations were then reviewed by the 17 Attendance Boundary Committee members.

The development of attendance zone recommendations with community involvement continues to be a primary goal of this School Board, the Superintendent of Schools, and the ABC. Attendance boundary changes have been determined after a number of factors were considered. The factors are as follows:

1. Compliance with Class Size Reduction Mandate;
2. Impact on Special Education programs;
3. Use of available student stations within contiguous areas;
4. Degree and extent of transportation;
5. Programmatic impact due to lack of student housing;
6. Reduction of the number of schools students must attend;
7. Integrity of feeder systems;
8. Assignment of students from new residential developments to specific schools prior to completion of developments;
9. Construction of new schools;
10. Promotion and maintenance of diverse school enrollments; and
11. Prevention, reduction or elimination of racial isolation to the extent practical.

Attendance zone recommendations are long-range solutions designed to stabilize affected schools and bring schools within the mandates of Class Size Reduction. Determining attendance boundaries through ABC is a yearlong process with all meetings open to the public.

The recommendations that follow were reviewed by school and community organizations, i.e., Parent Teacher Association (PTA), Parent Teacher Student Association (PTSA), Educational Excellence School Advisory Council (EESAC), student leaders, etc. On March 3, 2016, staff presented the recommendations to the Diversity, Equity and Excellence Advisory Committee (DEEAC). DEEAC will present its report to the School Board at the Conference Session on Attendance Zone Recommendations which will be held on April 13, 2016.

ATTENDANCE BOUNDARY COMMITTEE (ABC)

Members of the Attendance Boundary Committee and their alternates are to be commended for their dedication and hard work in reviewing recommendations for the 2016-2017 school year. Miami-Dade County Public Schools and the community have been well served by their dedication and interest in the education of our students.

ABC MEMBERS

Mr. Don Kearns, Chair Mr. Alfred Billings, Vice Chair	
Ms. Rosa Maria Barbara Ms. Judy S. Carter Mr. Frank Diaz Ms. Christa Dotson Dean Mr. Jorge L. Garcia Mr. Joseph Gebara Ms. Claudia Mariaca Ms. Nadine McMillon	Ms. Karen Morton Dr. Phil Poekert Ms. Meriel Seymore Ms. Rhonda Smith Ms. Vivian Swift Dr. Susan Trauschke Webb Ms. Laura Wides-Munoz

ABC ALTERNATES

Ms. Mirca Aboud Ms. Tanikka Anderson-Knowles Ms. Isabel Arcia Mr. Jeffrey Codallo Ms. Annabel Delgado Ms. Deborah Finkle Mr. Alvin Gainey	Mr. Tim Hyman Ms. Susan Marie Kairalla Ms. Ivonne Kearns Mr. Nathaniel Miller Ms. Nancy Negron Mr. Thomas Spaulding Ms. Kathleen Vergara
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SCHOOLS ON ADVISED STATUS 2015-2016

Some schools have been placed on advised status for the 2015-2016 school year signifying that Region personnel and community members should monitor the student enrollment at selected schools. The Attendance Boundary Committee recommended that the following schools be placed on advised status:

CENTRAL REGION

Frederick Douglas Elementary School
Paul Laurence Dunbar K-8 Center
Phillis Wheatley Elementary School

NORTH REGION

None

SOUTH REGION

Avocado Elementary School
Redland Middle School

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NORTH REGION

Bob Graham Education Center

15901 N.W. 79th Avenue
Miami Lakes, Florida 33016

Hialeah Gardens Elementary School

9702 N.W. 130th Street
Hialeah Gardens, Florida 33018

Primary Learning Center (PLC) at former MacArthur North Location

13835 N.W. 97th Avenue
Hialeah, Florida 33018

RECOMMENDATION

- **The new boundary for Bob Graham Education Center is:**

Begin at NW 170 Street and Interstate 75 (I-75)
East to 77 Court
North to 173 Drive
East to NW 69 Court
North to NW 174 Terrace
East to NW 68 Avenue
Southeast on NW 68 Avenue to NW 67 Avenue
South to the Palmetto Expressway (SR826) to NW 138 Street
West to I-75
North to NW 170 Street
point of beginning.

- **The new boundary for Hialeah Gardens Elementary School is:**

Begin at West 84 Street (NW 138 Street) and Hialeah Gardens Boulevard
South to Okeechobee Road (US 27)
Northwest to NW 138 Street
East to Hialeah Gardens Boulevard
point of beginning.

Non-Contiguous Area

Begin at Okeechobee Road and NW 202 Street (Dade/Broward County Line)
East to NW 124 Avenue
South to NW 170 Street
West to Okeechobee Road (US 27)
Northwest to NW 202 Street (Dade/Broward County Line)
point of beginning.

RECOMMENDATION CONT.

- **The new boundary for Primary Learning Center (PLC) at Former MacArthur North Location is:**

Begin at Okeechobee Road and NW 170 Street
East to Interstate 75 (I-75)
South to NW 138 Street
West to Okeechobee Road (US 27)
Northwest to NW 170 Street
point of beginning.

EFFECT

- New attendance boundaries will be established for Bob Graham Education Center and Hialeah Gardens Elementary School.
- A boundary will be established for the Primary Learning Center (PLC) at former MacArthur North location.
- The capital improvement project will not have any impact on the students in the Town of Miami Lakes.
- Approximately twenty-nine (29) Pre-K through first grade students will be assigned to the PLC at the former MacArthur North location as kindergarten through second grade students for the 2016-2017 school year. Currently in the area, there reside a total of one (1) Pre-K student, nine (9) kindergarten students and nineteen (19) first grade students.
- The total number of students enrolled in Pre-K through second grade will be contingent upon residents moving into the area as shown below:

Developer	Total number of expected dwelling units	Expected number of elementary school students	Expected number of middle school students
Bellagio	585	120	78
Bonterra	1172	236	154
Totals	1757	356	232

- The new boundaries will mitigate the expected population growth from the new residential units projected for Bob Graham Education Center area.
- The new boundaries will mitigate the expected population growth from the new residential units projected in the northwest area of Hialeah.
- Bob Graham Education Center, Hialeah Gardens Elementary School and the PLC at former MacArthur North location will remain in the Barbara Goleman Senior High School Feeder Pattern.

Capacity/Membership																
School Name	Current 2015-2016					Projected 2016-2017					Projected 2017-2018					
	Grade Con-figuration	Student Enrollment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	Grade Con-figuration	Stu- dent Enrollment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	Grade Con-figuration	Stu- dent Enrollment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	% Util Perm FISH Cap
Bob Graham Education Center	PK-8	1753	1962	89	1962	PK-8	1673	1962	85	1962	PK-8	1571	1962	80	1962	80
Hialeah Gardens Elementary	PK-5	910	865	105	931	PK-5	884	865	102	931	PK-5	873	865	101	931	94
PLC at former MacArthur North	N/A	0	0	N/A	0	PK-2	29	126	23	126	PK-3	30	126	24	126	24

**Miami-Dade County Public Schools
Attendance Boundary Committee
Student Diversity Factors***

0091 - BOB GRAHAM EDUCATION CENTER

Student Diversity Factors	Current Percentage 2015-2016	Projected Percentage 2016-2017	Projected Percentage 2017-2018
White	4	4	4
Hispanic	92	91	91
Black (Non-Hispanic)	3	3	3
Asian	1	1	1
Indian	0	0	0
Multi-racial	0	0	0
FRL**	57	57	58
LEP***	18	22	26
ESE**** (Excluding Gifted)	8	8	7
Male	52	52	53
Female	48	48	48

This chart must be submitted for each school affected by an ABC Recommendation. When submitting an ABC Recommendation for a school, this chart should follow the ABC Recommendation Data Form.

- ** FRL = Free/Reduced Lunch Status
- *** LEP = Limited English Proficient
- **** ESE = Exceptional Student Education

**Miami-Dade County Public Schools
Attendance Boundary Committee
Student Diversity Factors***

2111 - HIALEAH GARDENS ELEMENTARY SCHOOL

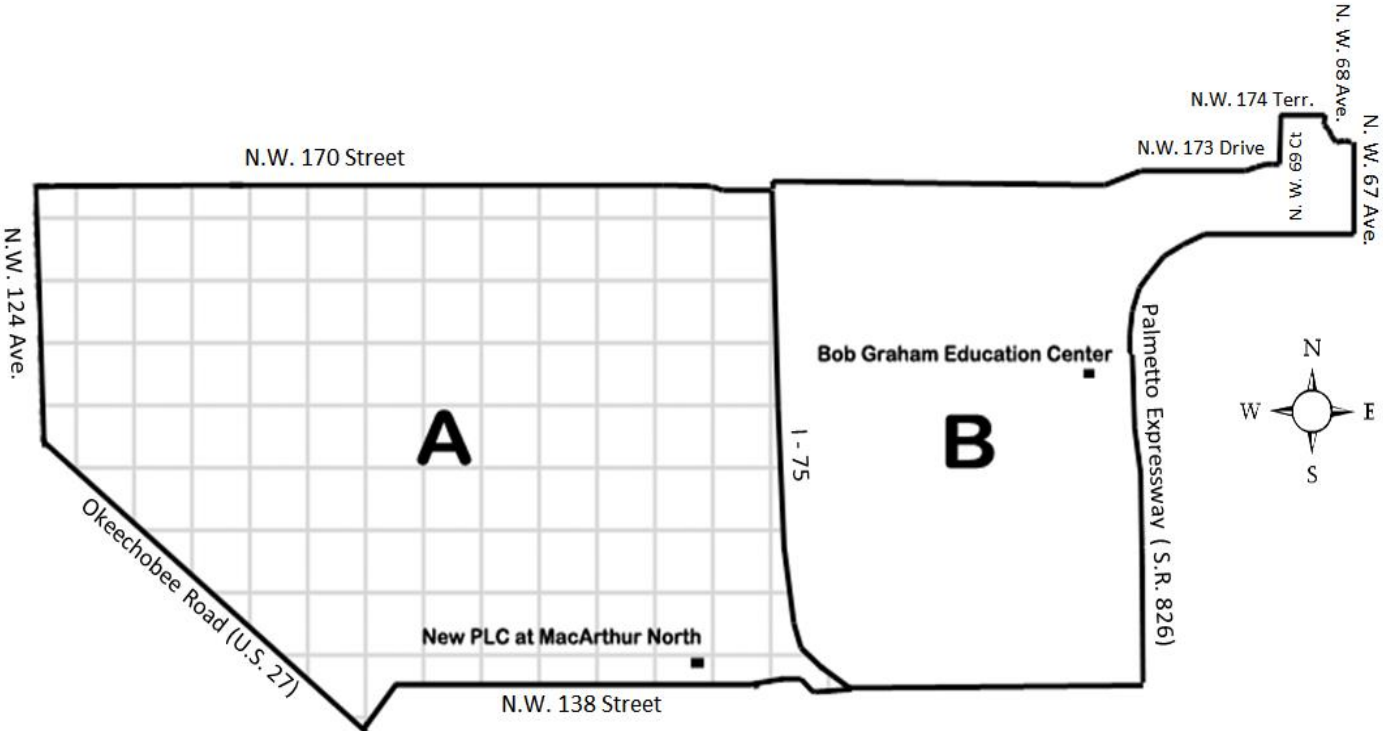
Student Diversity Factors	Current Percentage 2015-2016	Projected Percentage 2016-2017	Projected Percentage 2017-2018
White	1	1	1
Hispanic	98	98	98
Black (Non-Hispanic)	0	0	0
Asian	1	1	0
Indian	0	0	0
Multi-racial	0	0	0
FRL**	84	83	83
LEP***	30	32	34
ESE**** (Excluding Gifted)	21	21	20
Male	54	52	50
Female	46	48	50

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Bob Graham Education Center
 15901 N.W. 79th Avenue
 Miami Lakes, Florida 33016

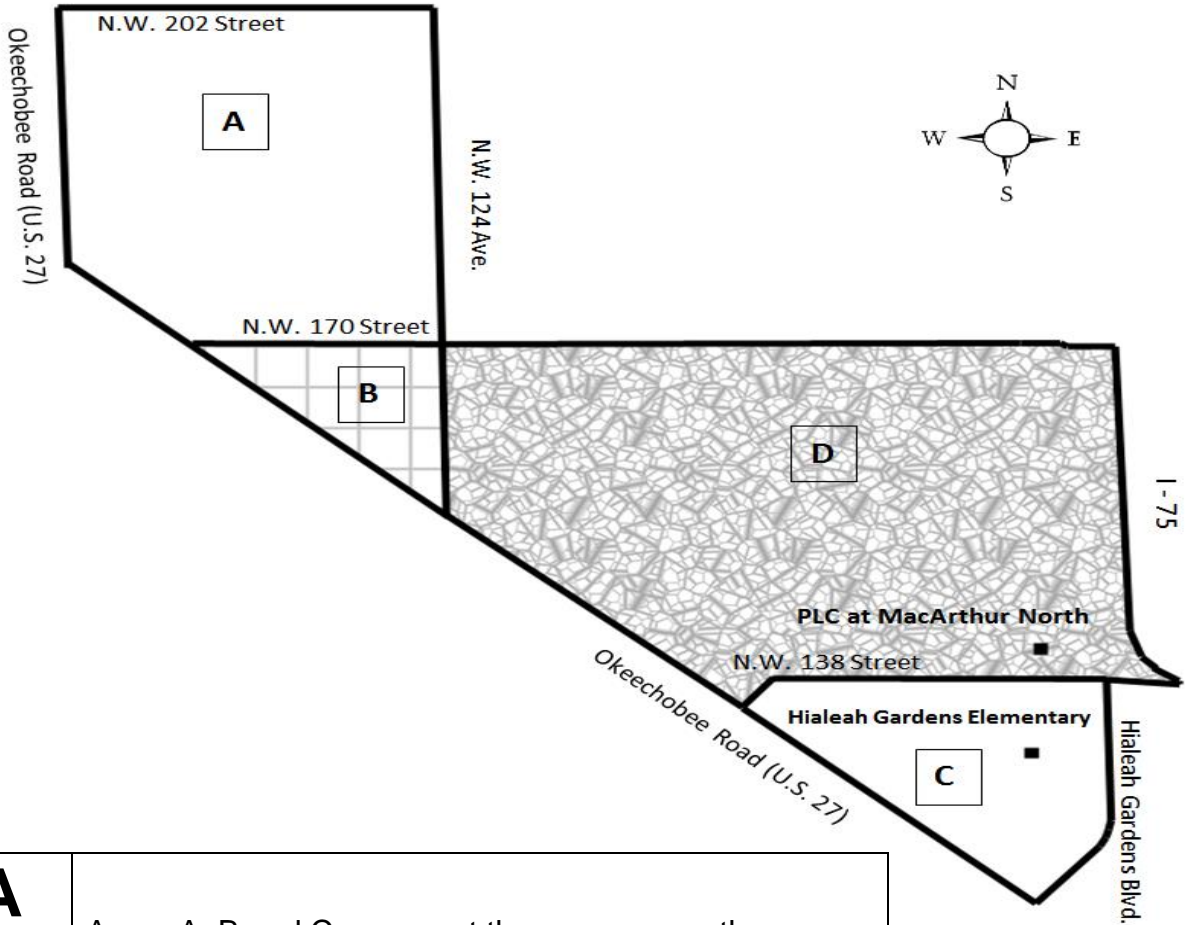
Primary Learning Center (PLC) at former MacArthur North Location
 13835 N.W. 97th Avenue
 Hialeah, Florida 33018



A B	Areas A and B represent the area currently assigned to Bob Graham Education Center.
A	Area A represents the proposed newly established boundary for the Primary Learning Center (PLC) at the former MacArthur North location.

Hialeah Gardens Elementary School
 9702 N.W. 130th Street
 Hialeah Gardens, Florida 33018

Primary Learning Center (PLC) at former MacArthur North Location
 13835 N.W. 97th Avenue
 Hialeah, Florida 33018

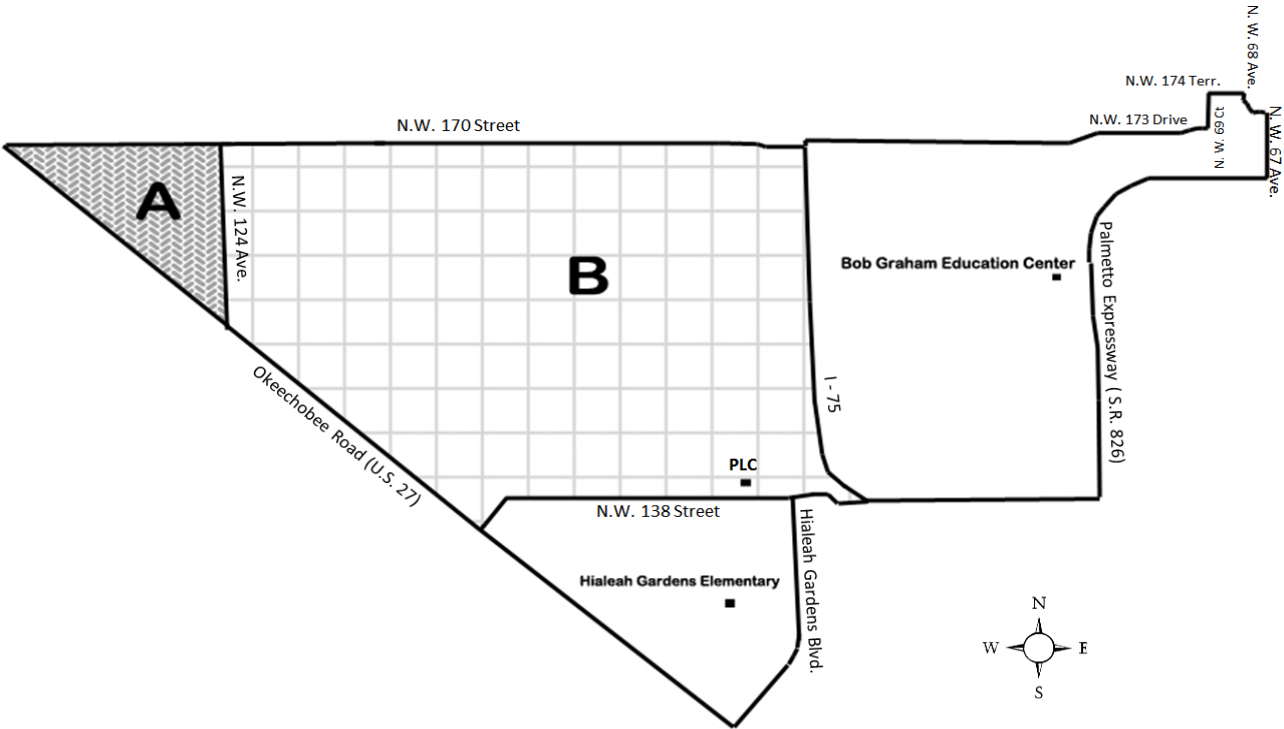


A B C	Areas A, B and C represent the areas currently assigned to Hialeah Gardens Elementary School.
B	Area B will be assigned to the proposed newly established boundary for the Primary Learning Center (PLC) at the former MacArthur North location.
B D	Areas B and D represent the proposed newly established boundary for the PLC at the former MacArthur North location.

Bob Graham Education Center
 15901 N.W. 79th Avenue
 Miami Lakes, Florida 33016

Hialeah Gardens Elementary School
 9702 N.W. 130th Street
 Hialeah Gardens, Florida 33018

Primary Learning Center (PLC) at former MacArthur North Location
 13835 N.W. 97th Avenue
 Hialeah, Florida 33018



A	Area A represents the area assigned from Hialeah Gardens Elementary School to the Primary Learning Center (PLC) at the former MacArthur North location.
B	Area B represents the area assigned from Bob Graham Education Center to PLC at the former MacArthur North Location.
A B	Areas A and B represent the proposed newly established boundary for PLC at the former MacArthur North location.

SOUTH REGION

Miami Arts Studio 6-12 @ Zelda Glazer

15015 S.W. 24th Street
Miami, Florida 33185

Lamar Louise Curry Middle School

15750 S.W. 47th Street
Miami, Florida 33185

W.R. Thomas Middle School

13001 S.W. 26th Street
Miami, Florida 33175

RECOMMENDATION

- **Current legal boundary for Miami Arts Studio 6-12 @ Zelda Glazer is:**

Begin at Miami-Dade County Line and NW 12 Street
East to SW 137 Avenue
South to SW 8 Street
East to SW 127 Avenue
South to SW 18 Street
West to SW 142 Avenue
South to SW 42 Street (Bird Road)
West to Miami-Dade County Line
North to NW 12 Street,
point of beginning.

School of choice No Boundary School

Magnet Programs/School Boundaries vary depending on the type of program.

RECOMMENDATION CONT.

- **The new boundary for Lamar Louise Curry Middle School is:**

Begin at Miami-Dade County Line and S.W. 26 Street (Coral Way)
East to S.W. 147 Avenue
South to SW 88 Street (Kendall Drive)
West to SW 152 Avenue
North to SW 80 Street
West to S.W. 154 Avenue
North to S.W. 74 Lane
West to S.W. 157 Avenue
North to SW 72 Street,
West to S.W. 162 Avenue
South to S.W. 86 Terrace/Lane
East to S.W. 158 Place
South to S.W. 88 Street (Kendall Drive)
West to S.W. 177 Avenue (Krome Avenue)
North to S.W. 72 Street (Sunset Drive)
West to S.W. 187 Avenue
North to S.W. 56 Street (Miller Road)
West to Miami-Dade County Line
North to S.W. 26 Street (Coral Way),
point of beginning.

- **The new boundary for W.R. Thomas Middle School is:**

Begin at Miami-Dade County Line and SW 8 Street (Tamiami Trail)
East to SW 127 Ave
South to SW 18 Street
East to Florida Turnpike (approximately SW 117 Avenue)
South to SW 42 Street (Bird Road)
West to SW 147 Avenue
North to SW 26 Street
West to Miami-Dade County Line
North to SW 8 Street
point of beginning.

EFFECT

- The final implementation of a district-wide non-boundary magnet at Miami Arts Studio 6-12 @ Zelda Glazer.
- The expansion of the W.R. Thomas Middle School's boundary to the original 2007 boundary configuration.
- The expansion of Lamar Louise Curry Middle School's boundary to accommodate additional Miami Arts Studio 6-12 @ Zelda Glazer boundary students.
- Miami Arts Studio 6-12 @ Zelda Glazer and W.R. Thomas Middle School will remain in the G. Holmes Braddock Senior High School Feeder Pattern.
- Lamar Louise Curry Middle School will remain in the John A. Ferguson Senior High School Feeder Pattern.

Capacity/Membership														
School Name	Current 2015-2016				Projected 2016-2017				Projected 2017-2018					
	Grade Configuration	Student Enrollment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	Grade Configuration	Student Enrollment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	Grade Configuration	Student Enrollment	Perm FISH Cap	% Util Perm & Temp
Miami Arts Studio 6-12 @ Zelda Glazer	6-12	1645	1495	110	1495	110	1495	110	1495	113	1495	113	1495	100
Lamar Louise Curry Middle	6-8	1109	1040	107	1040	107	1040	97	1040	97	1040	104	1040	104
W.R. Thomas Middle	6-8	1189	899	132	899	132	899	123	899	123	899	105	899	105

**Miami-Dade County Public Schools
Attendance Boundary Committee
Student Diversity Factors***

6052 - MIAMI ARTS STUDIO 6-12 @ ZELDA GLAZER

Student Diversity Factors	Current Percentage 2015-2016	Projected Percentage 2016-2017	Projected Percentage 2017-2018
White	3	3	4
Hispanic	95	95	94
Black (Non-Hispanic)	0.5	1	1
Asian	0.5	0.5	0.5
Indian	0.5	0	0
Multi-racial	0.5	0.5	0.5
FRL**	68	65	62
LEP***	7	7	8
ESE**** (Excluding Gifted)	10	10	13
Male	42	41	39
Female	58	59	61

This chart must be submitted for each school affected by an ABC Recommendation. When submitting an ABC Recommendation for a school, this chart should follow the ABC Recommendation Data Form.

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- *** LEP = Limited English Proficient
- **** ESE = Exceptional Student Education

**Miami-Dade County Public Schools
Attendance Boundary Committee
Student Diversity Factors***

6921 - LAMAR LOUISE CURRY MIDDLE SCHOOL

Student Diversity Factors	Current Percentage 2015-2016	Projected Percentage 2016-2017	Projected Percentage 2017-2018
White	5	5	3
Hispanic	90	90	93
Black (Non-Hispanic)	1	1	1
Asian	3	3	2
Indian	0	0	0
Multi-racial	1	1	1
FRL**	74	81	82
LEP***	8	9	16
ESE**** (Excluding Gifted)	7	7	9
Male	53	52	51
Female	47	48	49

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- *** LEP = Limited English Proficient
- **** ESE = Exceptional Student Education

**Miami-Dade County Public Schools
Attendance Boundary Committee
Student Diversity Factors***

6901 - W.R. THOMAS MIDDLE SCHOOL

Student Diversity Factors	Current Percentage 2015-2016	Projected Percentage 2016-2017	Projected Percentage 2017-2018
White	4	4	3
Hispanic	94	94	95
Black (Non-Hispanic)	1	1	0.5
Asian	1	1	1
Indian	0	0	0
Multi-racial	0	0	0.5
FRL**	78	84	80
LEP***	10	11	19
ESE**** (Excluding Gifted)	11	12	13
Male	49	49	50
Female	51	51	50

This chart must be submitted for each school affected by an ABC Recommendation. When submitting an ABC Recommendation for a school, this chart should follow the ABC Recommendation Data Form.

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- *** LEP = Limited English Proficient
- **** ESE = Exceptional Student Education

Miami Arts Studio 6-12 @ Zelda Glazer

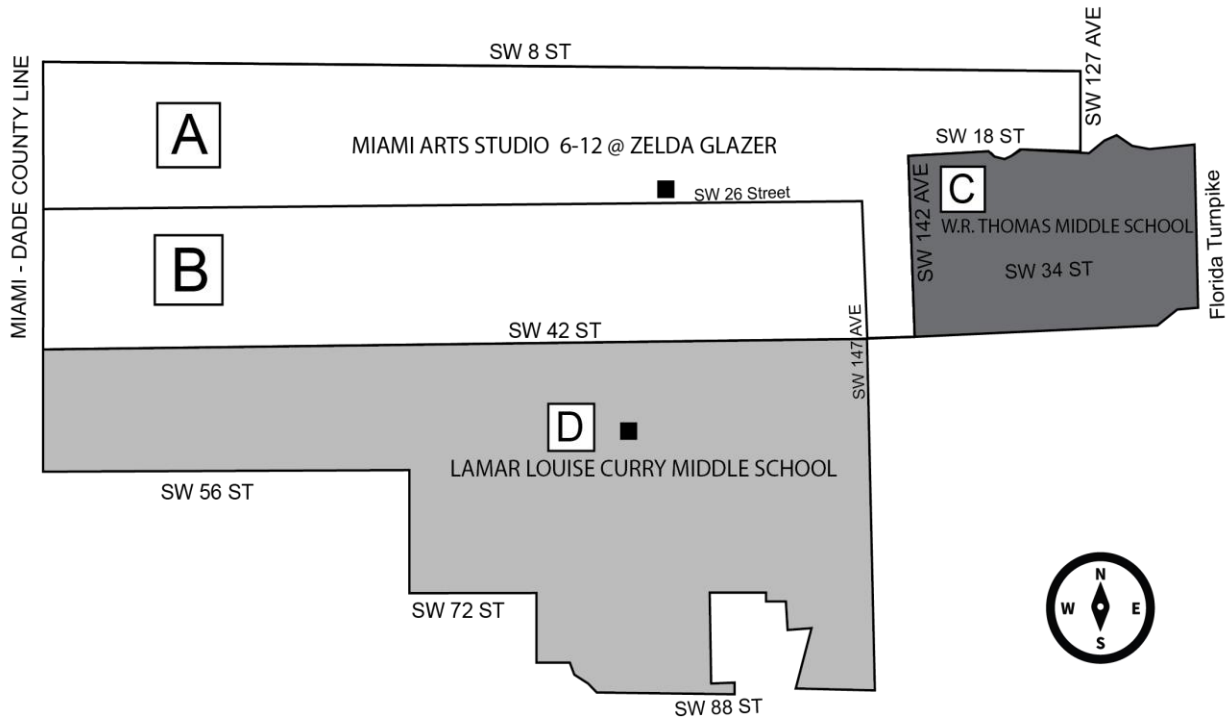
15015 S.W. 24th Street
Miami, Florida 33185

Lamar Louise Curry Middle School

15750 S.W. 47th Street
Miami, Florida 33185

W.R. Thomas Middle School

13001 S.W. 26th Street
Miami, Florida 33175



<p>A B</p>	<p>Areas A-B represent the area currently assigned to Miami Arts Studio 6-12 @ Zelda Glazer.</p>
<p>C</p>	<p>Area C represents the current boundary for W.R. Thomas Middle School. With the proposed change, Area C will also include Area A.</p>
<p>D</p>	<p>Area D represents the current boundary for Lamar Louise Curry Middle School. With the proposed change, Area D will also include Area B.</p>

Christina M. Eve Elementary School

16251 S.W. 99th Street
Miami, Florida 33196

Bowman Foster Ashe/Doolin K-8 Academy

6601 S.W. 152nd Avenue
Miami, Florida 33193

Bowman Foster Ashe/Doolin K-8 Academy Primary Learning Center (PLC)

16251 S.W. 72nd Street
Miami, Florida 33033

RECOMMENDATION

- **Current legal boundary for Christina M. Eve Elementary School is:**

Begin at SW 167 Avenue
and SW 72 Street
South to SW 78 Street
East to SW 164 Avenue
South to SW 85 Street
East to SW 162 Avenue
South to SW 86 Terrace
East to SW 158 Place
South to SW 88 Street
East to SW 157 Path
South on SW 157 Path
to SW 157 Avenue
(at approximately SW 96 Street)
South to SW 104 Street
West to M-Dade/Monroe County Line
North to SW 72 Street
East to SW 167 Avenue,
point of beginning.

RECOMMENDATION CONT.

- **Current legal boundary for Bowman Foster Ashe/Doolin K-8 Academy is:**

Begin at S.W. 147 Avenue and S.W. 56 Street (Miller Road)
South to S.W. 80 Street
West to S.W. 154 Avenue
North to S.W. 74 Lane
West to S.W. 157 Avenue
North to S.W. 72 Street (Sunset Drive)
West to S.W. 162 Avenue
North to S.W. 56 Street (Miller Road)
East to S.W. 157 Avenue
South to S.W. 58 Street
North and east to S.W. 57 Terrace (BOTH SIDES) to S.W. 61 Street
South and east on S.W. 61 Street
(BOTH SIDES) to S.W. 60 Lane
East on S.W. 60 Lane (BOTH SIDES)
to S.W. 152 Avenue
North to S.W. 56 Street (Miller Road)
East to S.W. 147 Avenue,
point of beginning.

- The area within Christina M. Eve Elementary School's boundary is currently experiencing a resurgence of residential construction. Christina M. Eve Elementary School is currently at 111% capacity. Additionally, the school is within close proximity to Bowman Foster Ashe/Doolin K-8 Primary Learning Center (PLC).
- The utilization of the Bowman Foster Ashe/Doolin K-8 PLC will serve as a relief for Christina M. Eve Elementary School. The addition of the PLC will increase student stations at the school, as well as provide an opportunity for the school to expand the Pre-K program. Christina M. Eve Elementary School's boundary includes vast areas of undeveloped land with a large potential for residential development and future students.

EFFECT

- Based on the proposed recommendation, Bowman Foster Ashe/Doolin K-8 Academy's utilization will increase from 53% to 61%.
- Christina M. Eve Elementary School's utilization will decrease from 111% to 88.4% for the 2016-2017 school year.
- Bowman Foster Ashe/Doolin K-8 Academy will remain in the John A. Ferguson Senior High School Feeder Pattern.
- Christina M. Eve Elementary School will remain in the Felix Varela Senior High School Feeder Pattern.

Capacity/Membership																		
School Name	Current 2015-2016						Projected 2016-2017						Projected 2017-2018					
	Grade Configuration	Student Enrollment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	% Util Perm & Temp FISH Cap	Grade Configuration	Student Enrollment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	% Util Perm & Temp FISH Cap	Grade Configuration	Student Enrollment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	% Util Perm & Temp FISH Cap
Christina M. Eve Elementary	PK-5	800	720	111	720	111	PK-5	849	960	88	960	88	PK-5	931	960	97	960	97
Bowman Ashe/Doolin K-8 Academy	PK-8	1109	2099	53	2099	53	PK-8	1134	1859	61	1859	61	PK-8	1082	1859	58	1859	58

**Miami-Dade County Public Schools
Attendance Boundary Committee
Student Diversity Factors***

1691 - CHRISTINA M. EVE ELEMENTARY SCHOOL

Student Diversity Factors	Current Percentage 2015-2016	Projected Percentage 2016-2017	Projected Percentage 2017-2018
White	4	4	5
Hispanic	89	88	89
Black (Non-Hispanic)	3	3	2
Asian	3	3	2
Indian	0.5	1	1
Multi-racial	0.5	1	1
FRL**	61	57	52
LEP***	31	29	27
ESE**** (Excluding Gifted)	14	13	12
Male	53	53	53
Female	47	47	47

This chart must be submitted for each school affected by an ABC Recommendation. When submitting an ABC Recommendation for a school, this chart should follow the ABC Recommendation Data Form.

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- *** LEP = Limited English Proficient
- **** ESE = Exceptional Student Education

**Miami-Dade County Public Schools
Attendance Boundary Committee
Student Diversity Factors***

0451 - BOWMAN FOSTER ASHE/DOOLIN K-8 ACADEMY

Student Diversity Factors	Current Percentage 2015-2016	Projected Percentage 2016-2017	Projected Percentage 2017-2018
White	3	3	3
Hispanic	94	94	94
Black (Non-Hispanic)	0.5	0.5	0.5
Asian	2	2	2
Indian	0	0	0
Multi-racial	0.5	0.5	0.5
FRL**	90	88	87
LEP***	37	36	45
ESE**** (Excluding Gifted)	11	11	10
Male	55	55	55
Female	45	45	45

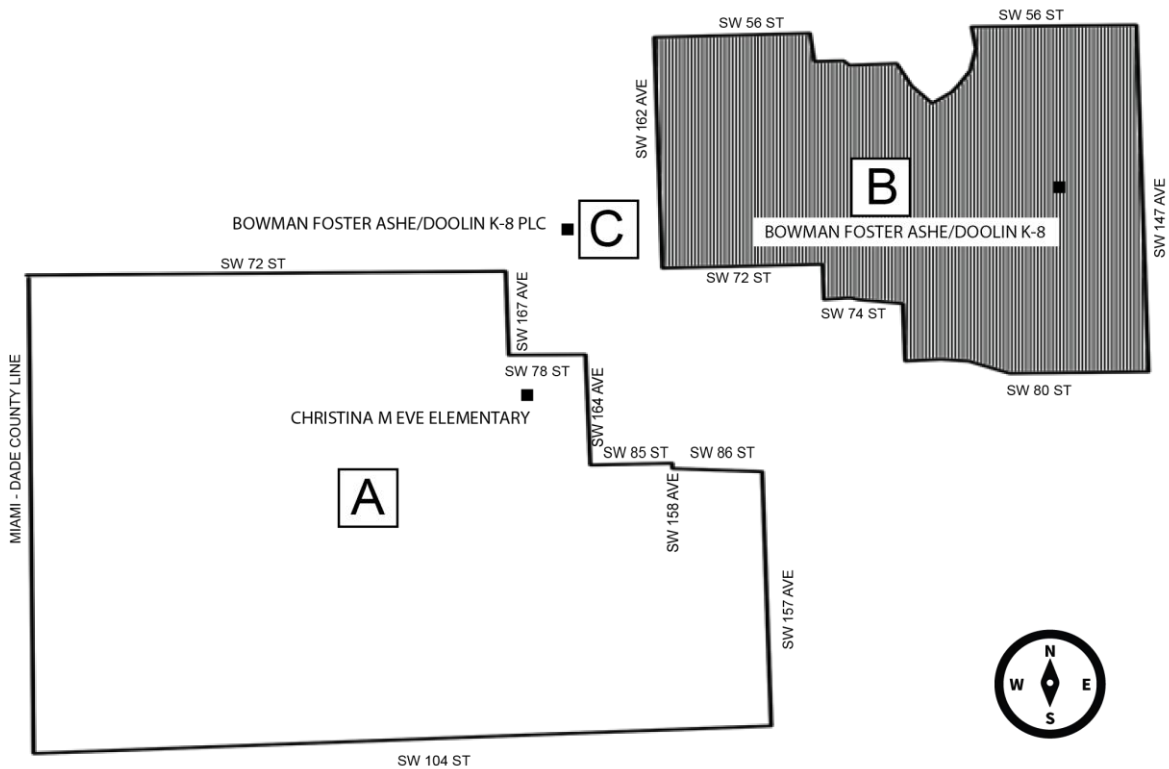
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- *** LEP = Limited English Proficient
- **** ESE = Exceptional Student Education

Christina M. Eve Elementary School
 16251 S.W. 99th Street
 Miami, Florida 33196

Bowman Foster Ashe/Doolin K-8 Academy
 6601 S.W. 152nd Avenue
 Miami, Florida 33193

Bowman Foster Ashe/Doolin K-8 Academy Primary Learning Center (PLC)
 16251 S.W. 72nd Street
 Miami, Florida 33033



A	Area A represents Christina M. Eve Elementary School’s current boundary.
B	Area B represents Bowman Foster Ashe/Doolin K-8 Academy’s current boundary.
C	Area C represents the location of Bowman Foster Ashe/Doolin K-8 Academy Primary Learning Center (PLC). With the proposed change, Christina M. Eve Elementary School would include Area C.

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The School Board of Miami-Dade County, Florida adheres to a policy of nondiscrimination in employment and educational programs/activities and strives affirmatively to provide equal opportunity for all as required by:

Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, color, religion, or national origin.

Title VII of the Civil Rights Act of 1964 as amended - prohibits discrimination in employment on the basis of race, color, religion, gender, or national origin.

Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of gender.

Age Discrimination in Employment Act of 1967 (ADEA) as amended - prohibits discrimination on the basis of age with respect to individuals who are at least 40.

The Equal Pay Act of 1963 as amended - prohibits gender discrimination in payment of wages to women and men performing substantially equal work in the same establishment.

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the disabled.

Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications.

The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons.

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions.

Florida Educational Equity Act (FEEA) - prohibits discrimination on the basis of race, gender, national origin, marital status, or handicap against a student or employee.

Florida Civil Rights Act of 1992 - secures for all individuals within the state freedom from discrimination because of race, color, religion, sex, national origin, age, handicap, or marital status.

Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) - prohibits discrimination against employees or applicants because of genetic information.

Boy Scouts of America Equal Access Act of 2002 - no public school shall deny equal access to, or a fair opportunity for groups to meet on school premises or in school facilities before or after school hours, or discriminate against any group officially affiliated with Boy Scouts of America or any other youth or community group listed in Title 36 (as a patriotic society).

Veterans are provided re-employment rights in accordance with P.L. 93-508 (Federal Law) and Section 295.07 (Florida Statutes), which stipulate categorical preferences for employment.

In Addition:

School Board Policies 1362, 3362, 4362, and 5517 - Prohibit harassment and/or discrimination against students, employees, or applicants on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, genetic information, age, political beliefs, sexual orientation, gender, gender identification, social and family background, linguistic preference, pregnancy, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

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