

Financial Services
Mr. Ron Y. Steiger, Chief Financial Officer

**SUBJECT: MONTHLY FINANCIAL REPORT FOR THE PERIOD ENDING
APRIL 2018**

COMMITTEE: FISCAL ACCOUNTABILITY & GOVERNMENT RELATIONS

**LINK TO STRATEGIC
BLUEPRINT: EFFECTIVE AND SUSTAINABLE BUSINESS PRACTICES**

The Monthly Financial Report for the period ending April 2018 is presented to the Board.

The report contains the Statement of Operations for the General, Food Service, and Capital Projects Funds. Copies of the attached Monthly Financial Report for the period ending April 2018 will be placed on file in the Office of the Recording Secretary to the School Board and in the Citizen Information Center.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, receive and file the Monthly Financial Report for the period ending April 2018.

Monthly Financial Report - Unaudited For the Period Ending April 2018

MIAMI-DADE COUNTY PUBLIC SCHOOLS



**Financial Services
Office of the Controller**

Board Meeting of June 20, 2018

Miami-Dade County Public Schools

The School Board of Miami-Dade County, Florida

Ms. Perla Tabares Hantman, Chair

Dr. Martin Karp, Vice Chair

Dr. Dorothy Bendross-Mindingall

Ms. Susie V. Castillo

Dr. Lawrence S. Feldman

Dr. Steve Gallon III

Ms. Lubby Navarro

Dr. Marta Pérez

Ms. Mari Tere Rojas

Superintendent of Schools

Mr. Alberto M. Carvalho

Student Advisor

Mr. Bryce Febres



THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA

Unaudited
Monthly Financial Report for the Period Ending
April 2018

The Superintendent of Schools

Presents: The Monthly Financial Report for the period ending April and the forty-three weeks ending April 30, 2018 indicating appropriations in the 2017-18 budget, revenues and expenditures to date by funds and other related financial data.


Recommends: The report be accepted and placed on file.

Respectfully submitted,



Alberto M. Carvalho
Superintendent

Prepared by:



Daisy Naya, C.P.A.
Controller

Reviewed by:



Ron Y. Steiger
Chief Financial Officer

THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA

**Unaudited
Monthly Financial Report for the Period Ending
April 2018**

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The School Board of Miami-Dade County, Florida
Statement of Operations (Unaudited)
GENERAL FUND (\$000)
Forty-three Weeks Ended April 30, 2018

Description	Adopted Budget	Amended Budget ⁽¹⁾	Current Month Actual	YTD Actual	% of YTD Actual to Amended Budget	Prior YTD Actual	Difference Increase/ (Decrease)	% Increase/ (Decrease)
REVENUES								
STATE SOURCES	\$ 1,222,699	\$ 1,201,104	\$ 90,593	\$ 1,011,375	84%	\$ 948,514	\$ 62,861	7%
FEDERAL SOURCES	16,003	16,004	5,662	8,805	55%	2,273	6,532	287%
LOCAL SOURCES	1,605,939	1,606,140	47,683	1,505,792	94%	1,493,521	12,271	1%
TRANSFERS IN	179,382	159,705	2,737	145,390	91%	136,519	8,871	6%
TOTAL REVENUES	\$ 3,024,023	\$ 2,982,953	\$ 146,675	\$ 2,671,362	90%	\$ 2,580,827	\$ 90,535	4%
EXPENDITURES								
SCHOOL LEVEL SERVICES								
TEACHING (includes salaries, fringe benefits & other direct expenditures)	\$ 2,108,702	\$ 2,056,568	\$ 185,618	\$ 1,689,727	82%	\$ 1,639,269	\$ 50,458	3%
STUDENT SERVICES (includes counselors, psychologists & visiting teachers)	129,337	118,569	11,060	101,326	85%	100,490	836	1%
TRANSPORTATION	69,772	73,225	6,309	61,400	84%	60,429	971	2%
TOTAL DIRECT SERVICES TO STUDENTS	\$ 2,307,811	\$ 2,248,362	\$ 202,987	\$ 1,852,453	82%	\$ 1,800,188	\$ 52,265	3%
CUSTODIAL & MAINTENANCE SERVICES (includes utilities)	372,072	383,607	25,361	310,621	81%	303,702	6,919	2%
SCHOOL ADMINISTRATION	182,349	168,240	14,416	138,833	83%	137,483	1,350	1%
COMMUNITY SERVICES	29,128	24,271	3,364	23,326	96%	23,273	53	0%
TOTAL SCHOOL LEVEL SERVICES	\$ 2,891,360	\$ 2,824,480	\$ 246,128	\$ 2,325,233	82%	\$ 2,264,646	\$ 60,587	3%
INSTRUCTIONAL SUPPORT SERVICES								
INSTRUCTION & CURRICULUM DEVELOPMENT	\$ 23,562	\$ 41,933	\$ 2,202	\$ 30,745	73%	\$ 23,656	\$ 7,089	30%
INSTRUCTIONAL STAFF TRAINING	1,722	3,003	179	2,656	88%	2,216	440	20%
INSTRUCTION RELATED TECHNOLOGY	40,345	35,006	2,796	27,857	80%	27,372	485	2%
TOTAL INSTRUCTIONAL SUPPORT SERVICES	\$ 65,629	\$ 79,942	\$ 5,177	\$ 61,258	77%	\$ 53,244	\$ 8,014	15%
TOTAL SCHOOL LEVEL & INSTRUCTIONAL EXPENDITURES	\$ 2,956,989	\$ 2,904,422	\$ 251,305	\$ 2,386,491	82%	\$ 2,317,890	\$ 68,601	3%
BUSINESS SERVICES								
FISCAL SERVICES (includes accounting, budget, payroll, accounts payable & cash management)	\$ 11,894	\$ 13,047	\$ 907	\$ 9,536	73%	\$ 8,638	\$ 898	10%
CENTRAL SERVICES (includes purchasing, personnel, risk management & warehouse services)	56,953	65,817	3,550	41,339	63%	37,011	4,328	12%
ADMINISTRATIVE TECHNOLOGY SERVICES	2,394	2,953	291	2,471	84%	2,191	280	13%
TOTAL BUSINESS SERVICES	\$ 71,241	\$ 81,817	\$ 4,748	\$ 53,346	65%	\$ 47,840	\$ 5,506	12%
CENTRAL ADMINISTRATION								
SCHOOL BOARD								
BOARD OFFICE	\$ 3,280	\$ 3,192	\$ 262	\$ 2,752	86%	\$ 2,770	\$ (18)	(1%)
BOARD ATTORNEY	3,213	3,171	268	2,455	77%	2,446	9	0%
OTHER (includes inspector general & independent auditors)	1,442	1,807	123	1,238	69%	1,122	116	10%
GENERAL ADMINISTRATION								
SUPERINTENDENT'S OFFICE	1,550	1,529	109	1,111	73%	1,107	4	0%
OTHER GENERAL ADMINISTRATION	3,784	4,344	350	3,513	81%	3,306	207	6%
TOTAL CENTRAL ADMINISTRATION	\$ 13,269	\$ 14,043	\$ 1,112	\$ 11,069	79%	\$ 10,751	\$ 318	3%
SUB-TOTAL EXPENDITURES	\$ 3,041,499	\$ 3,000,282	\$ 257,165	\$ 2,450,906	82%	\$ 2,376,481	\$ 74,425	3%
FACILITIES & CAPITALIZED EQUIPMENT	-	117	-	-	0%	-	-	-
DEBT SERVICE (includes interest expense)	1,520	1,550	-	1,539	99%	911	628	69%
TOTAL EXPENDITURES	\$ 3,043,019	\$ 3,001,949	\$ 257,165	\$ 2,452,445	82%	\$ 2,377,392	\$ 75,053	3%
Excess (Deficiency) of Revenues Over Expenditures	\$ (18,996)	\$ (18,996)	\$ (110,490)	\$ 218,917		\$ 203,435	\$ 15,482	
Beginning Fund Balance	222,269	222,269						
Less: Rebudgets, Reserves, Encumbrances & Commitments	(66,675)	(66,675)						
Unappropriated Fund Balance	\$ 136,598	\$ 136,598						

(1) This represents the budget as amended at the School Board meeting on February 21, 2018.
Sources: Offices of the Controller and Budget Management

**The School Board of Miami-Dade County, Florida
Statement of Operations
Unaudited (\$000)**

**CAPITAL PROJECTS FUNDS
Forty-three Weeks Ended April 30, 2018**

Description	Adopted Budget 2017-18 ⁽³⁾	Amended Budget ⁽⁵⁾	Current Month Actual	Year-To-Date Actual 2017-18	%	Commitment and Encumbrance	Actual vs Amended Budget	%	Year-To-Date Actual 2016-17 ⁽⁴⁾	Difference Increase/ (Decrease)	% Increase/ (Decrease)	
REVENUES												
Local Optional Millage	\$ 439,381	\$ 439,255	\$ 37,389	\$ 412,938	(1)	94%	N/A	\$ (26,317)	(6%)	\$ 381,770	\$ 31,168	8%
PECO Revenues	18,125	18,125	1,034	16,053		89%	N/A	(2,072)	(11%)	24,301	(8,248)	(34%)
Interest	3,794	3,794	643	5,900		156%	N/A	2,106	56%	3,014	2,886	96%
Transfers-in (Interfund)	-	-	-	-		-	N/A	-	-	-	-	-
Sale of Bonds and Other Revenues	250,316	225,616	-	-		0%	N/A	(225,616)	(100%)	273,273	(273,273)	(100%)
Misc Revenue	36,315	34,638	6,818	22,819		66%	N/A	(11,819)	(34%)	13,340	9,479	71%
Total	\$ 747,931	\$ 721,428	\$ 45,884	\$ 457,710		63%	N/A	\$ (263,718)	(37%)	\$ 695,698	\$ (237,988)	(34%)
Beginning Fund Balance	661,292	661,292										
Total Beginning Fund Balance & Budgeted Revenues	\$ 1,409,223	\$ 1,382,720					Current Available Balance					
EXPENDITURES												
Sites/Site Improvements	\$ 18,554	\$ 19,309	\$ 888	\$ 7,066	(2)	37%	\$ 3,940	\$ 8,303	43%	\$ 9,003	\$ (1,937)	(22%)
Buildings & Additions	261,368	257,992	8,401	41,075	(2)	16%	45,732	171,185	66%	43,462	(2,387)	(5%)
Renovations	641,524	641,006	9,369	89,595	(2)	14%	67,439	483,972	76%	101,749	(12,154)	(12%)
Original & Additional Equipment	52,900	32,472	1,817	13,354	(2)	41%	8,631	10,487	32%	39,950	(26,596)	(67%)
Other	3,187	20,054	5	17,237		86%	486	2,331	12%	1,244	15,993	1286%
Transfers-out	423,969	404,292	77,109	338,786		84%	-	65,506	16%	330,510	8,276	3%
Total	\$ 1,401,502	\$ 1,375,125	\$ 97,589	\$ 507,113		37%	\$ 126,228	\$ 741,784	54%	\$ 525,918	\$ (18,805)	(4%)
Excess (Deficiency) of Revenues Over Expenditures	(653,571)	(653,697)	\$ (51,705)	\$ (49,403)						\$ 169,780	\$ (219,183)	
Projected Ending Balance	\$ 7,721	\$ 7,595										

(1)-(2) Refer to accompanying "Notes to Monthly Financial Report."

(3) This represents the adopted budget approved by the School Board on September 6, 2017.

(4) The Statement of Operations is shown with comparative totals for fiscal year 2016-17.

(5) This represents the budget as amended at the School Board meeting on February 21, 2018.

Sources: Offices of the Controller and Budget Management

**The School Board of Miami-Dade County, Florida
Statement of Operations
Unaudited (\$000)**

**FOOD SERVICE FUND
Forty-three Weeks Ended April 30, 2018**

Description	Adopted	Amended	Current	Year-To-Date	Projected		Variance		Year-To-Date	Difference	%	
	2017-18 Budget ⁽⁵⁾	2017-18 Budget ⁽⁶⁾	Month Actual	Actual 2017-18	%	Annual ⁽⁶⁾	%	(Unfavorable)	Actual ⁽⁴⁾	Increase/ (Decrease)	Increase/ (Decrease)	
REVENUES												
Local Sources:												
Food Sales	\$ 15,490	\$ 11,738	\$ 1,533	\$ 10,413	89%	\$ 11,738	100%	\$ -	0%	\$ 13,511	\$ (3,098)	(23%)
Interest	80	80	19	130	163%	130	163%	50	63%	92	38	41%
Other	-	-	-	-	-	-	-	-	-	-	-	-
Total Local Sources	15,570	11,818	1,552	10,543	89%	11,868	100%	50	0%	13,603	(3,060)	(22%)
State Sources:												
State Reimbursements	1,976	1,882	157	1,568	83%	1,882	100%	-	0%	1,647	(79)	(5%)
Other	-	-	-	-	-	-	-	-	-	-	-	-
Total State Sources	1,976	1,882	157	1,568	83%	1,882	100%	-	0%	1,647	(79)	(5%)
Federal Sources:												
Federal Reimbursement	137,500	152,000	16,327	131,988	(1) (7) 87%	152,000	100%	-	0%	116,430	15,558	13%
Value of Fed. Commodities Received	11,000	11,000	290	10,463	(3) 95%	11,000	100%	-	0%	10,823	(360)	(3%)
Cash in Lieu of Donated Foods	1,075	1,005	136	922	92%	1,005	100%	-	0%	936	(14)	(1%)
Commodity Rebate	25	25	-	5	20%	25	100%	-	0%	4	1	-
Total Federal Sources	149,600	164,030	16,753	143,378	87%	164,030	100%	-	0%	128,193	15,185	12%
Total Revenues	\$ 167,146	\$ 177,730	\$ 18,462	\$ 155,489	87%	\$ 177,780	100%	\$ 50	0%	\$ 143,443	\$ 12,046	8%
Beginning Fund Balance	31,932	31,932				31,932	100%					
Beginning Fund Balance & Budgeted/Projected Revenue	199,078	209,662				209,712	100%					
EXPENDITURES												
Cost of Goods Used:												
Purchased Foods	\$ 63,710	\$ 63,710	\$ 6,912	\$ 50,873	(2) 80%	\$ 63,710	100%	\$ -	0%	\$ 53,468	\$ (2,595)	(5%)
Federal Commodities	11,000	11,000	1,338	8,835	(2) (3) 80%	11,000	100%	-	0%	9,236	(401)	(4%)
Other Nonfood Supplies	5,000	5,000	66	2,297	(2) 46%	5,000	100%	-	0%	3,834	(1,537)	(40%)
Salaries	48,792	49,900	8,411	41,689	(8) (9) 84%	49,900	100%	-	0%	36,154	5,535	15%
Fringes	26,772	25,743	4,440	20,704	(8) (9) 80%	25,743	100%	-	0%	19,480	1,224	6%
Energy Services	5,999	5,999	499	4,986	83%	5,999	100%	-	0%	4,977	9	0%
Purchased Services	6,750	6,950	395	5,335	(8) 77%	6,950	100%	-	0%	5,372	(37)	(1%)
Material & Supplies	608	608	284	888	146%	888	146%	(280)	(46%)	462	426	92%
Capital Outlay	2,000	4,500	349	3,732	83%	4,500	100%	-	0%	1,763	1,969	112%
Indirect Cost	4,221	4,208	320	3,079	73%	4,208	100%	-	0%	2,691	388	14%
Total Expenditures	\$ 174,852	\$ 177,618	\$ 23,014	\$ 142,418	80%	\$ 177,898	100%	\$ (280)	(0%)	\$ 137,437	\$ 4,981	4%
Excess (Deficiency) of Revenues Over Expenditures	\$ (7,706)	\$ 112	\$ (4,552)	\$ 13,071		\$ (118)				\$ 6,006	\$ 7,065	
Ending Fund Balance	\$ 24,226	\$ 32,044				\$ 31,814						
Less: Nonspendable Fund Balance-Inventory	(2,425)	(2,425)				(2,425)						
Restricted Fund Balance	\$ 21,801	\$ 29,619				\$ 29,389						

For (1-3): Refer to accompanying "Notes to Monthly Financial Report".

(4) The Statement of Operations is shown with comparative totals for fiscal year 2016-17.

(5) This represents the adopted budget approved by the School Board on September 6, 2017.

(6) This represents the budget as amended at the School Board meeting on February 21, 2018.

(7) Due to hurricane Irma, the FDACS will reimburse the District at the free rate based on attendance for the period of September 18, 2017 through October 20, 2017.

(8) Included in these categories is \$1,194,671 of maintenance chargebacks allocated \$412,330 to salaries, \$78,672 to fringes and \$703,669 to purchased services.

(9) In accordance with the Budget Executive Summary, included in these categories is \$7,000,000 of custodial expenditures transfers from the General Fund allocated \$4,536,307 to salaries and \$2,463,693 to fringes.

Sources: Offices of the Controller, Budget Management and Food & Nutrition.

THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA

**Unaudited
Notes to the Monthly Financial Report
for the Period Ending April 2018**

General Fund

The General Fund is the primary operating fund of the School Board. General ad valorem tax revenues, revenues from the Florida Education Finance Program and other receipts that are not allocated by law or contractual agreement to another fund are accounted for in this fund.

1. Local property tax revenue is recorded on a cash basis. Comparison of the cash receipt figure to the budgeted annual total will enable the reader to determine the status of collections.
2. The following is a breakdown of commitments and encumbrances by expenditure type in the General Fund for the period ending April 30, 2018:

	Commitments	Encumbrances	Totals
Employee Benefits	\$ -	\$ 158,032	\$ 158,032
Purchased Services	3,150,800	54,919,937	58,070,737
Energy Services	-	35,866,313	35,866,313
Materials & Supplies	469,267	5,040,677	5,509,944
Capital Outlay	550,665	3,191,104	3,741,769
Other	-	1,974,196	1,974,196
Total	\$ <u>4,170,732</u>	\$ <u>101,150,259</u>	\$ <u>105,320,991</u>

Capital Projects Funds

These funds are used to account for financial resources segregated for the acquisition or construction of major capital facilities and their components.

1. Local property tax revenue is recorded on a cash basis. Comparison of the cash receipt figure to the budgeted annual total will enable the reader to determine the status of collections.
2. Retainage accruals are reported under the following expenditure categories for the period ending April 30, 2018:

Buildings and Additions	\$	5,322,859
Land		32,932
Improvements Other Than Buildings		712,010
Renovations		8,999,696
Equipment		-
Total	\$	<u>15,067,497</u>

THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA

**Unaudited
Notes to the Monthly Financial Report
for the Period Ending April 2018**

Food Service Fund

This fund is used to account for the schools' Food Service operations. Operating funds are received or generated from federal, state and local sources.

Average daily student participation as a percentage of enrollments is 27% for breakfasts and 59% for lunches compared to 27% and 61% in 2016-2017 fiscal year. The total number of student meals served decreased 4.75% compared to the prior year.

The number of operating days in the current month was 21 and year-to-date was 148 compared to 150 in the prior year. Due to hurricane Irma, schools were closed from September 7, 2017 through September 15, 2017. However, the Federal Department of Agriculture and Consumer Services (FDACS), provided a waiver whereby it reimbursed the District at the free rate based on attendance, for the period of September 18, 2017 through October 20, 2017.

Net encumbrances as of month end amounted to \$2,605,343 of which \$2,329,806 is attributable to Capital Outlay; \$17,567 is attributable to Material and Supplies; and \$257,970 is attributable to Purchased Services.

1. Federal Reimbursement claims are made on the basis of an established rate from the State Department and calculated by the number of each type of meal served, according to the reports submitted by each school.
2. The inventory valuations were recorded as submitted and certified by the Administrative Director, Food and Nutrition Management, Directors for Operations, Coordinators for Food Service Finance, Production and Planning, and Food Service Managers.
3. Based on the Florida Department of Education Technical Assistance Note, the fair value of commodities is to be recognized as revenue in the period the commodities are received. Additionally, the Governmental Accounting Standards Board (GASB) Statement No. 54, *Fund Balance Reporting and Governmental Fund Type Definitions* requires inventory to be reported under the category of nonspendable. At April 30, 2018 the commodity inventory balance was \$3,453,128.

THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA

**Unaudited
Explanation of Variances to the Monthly Financial Report
for the Period Ending April 2018**

General Fund

**Revenues
(\$ in thousands)**

Transfers-in represent reimbursements to the General Fund from LOML (local optional millage levy) for certain capital outlay expenditures, maintenance and repairs as authorized by Section 1011.71 Florida Statutes. Additionally, as a result of a change in financial reporting as directed by the Florida Department of Education (DOE), charter school capital outlay funding is recorded in the Capital Funds and then the Capital Funds reimburse the General Fund through a transfer-in. Also, as a result of a legislative change allowing for flexibility in the use of LOML funds, the Capital Funds also reimburse the General Fund for property & casualty insurance expenditures. As of April 2018, reimbursements to the General Fund through transfers-in amounted to \$145,390 consisting of \$30,000 from the Self-Insurance Health Fund, and \$88,015, \$9,928 and \$17,447 for capital outlay expenditures, charter school capital outlay, and property & casualty insurance, respectively.

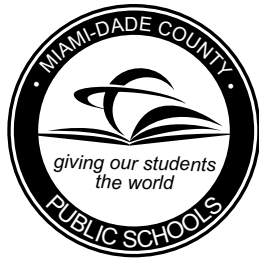
THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA

**Unaudited
Monthly Financial Report for the Period Ending
April 2018**

Glossary of Terms

The following definitions are offered to assist readers in understanding the meaning of the accounting terminology used throughout this report.

Fund Accounting	The accounts of the School Board are organized on the basis of funds or groups of accounts, each of which is considered to be a separate accounting entity. The operations of each fund are accounted for by providing a separate set of self-balancing accounts which comprise the fund's assets, liabilities, fund balance, revenues and expenditures.
Revenues	Increases in governmental fund type net current assets from other than expenditure refunds and residual equity transfers.
Expenditures	Decreases in net financial resources. Expenditures include current operating expenses which require the current or future use of net current assets, debt service, and capital outlays.
Federal Commodities	Surplus food items distributed by the U.S. Department of Agriculture.
Inventory	The quantity of food, commodities and supplies acquired to maintain the on-going needs of the Food Service Program.



Anti-Discrimination Policy

Federal and State Laws

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, citizenship status, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

For additional information contact:

Office of Civil Rights Compliance (CRC)
Executive Director/Title IX Coordinator
155 N.E. 15th Street, Suite P104E
Miami, Florida 33132
Phone: (305) 995-1580 TDD: (305) 995-2400
Email: crc@dadeschools.net Website: <http://crc.dadeschools.net>