

Office of Superintendent of Schools  
Board Meeting of July 25, 2018

July 10, 2018

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

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

**COMMITTEE: FISCAL ACCOUNTABILITY & GOVERNMENT RELATIONS**

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

The Monthly Financial Report for the period ending May 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 May 2018 will be placed on file in the Office of the Recording Secretary to the School Board and in the Citizen Information Center.

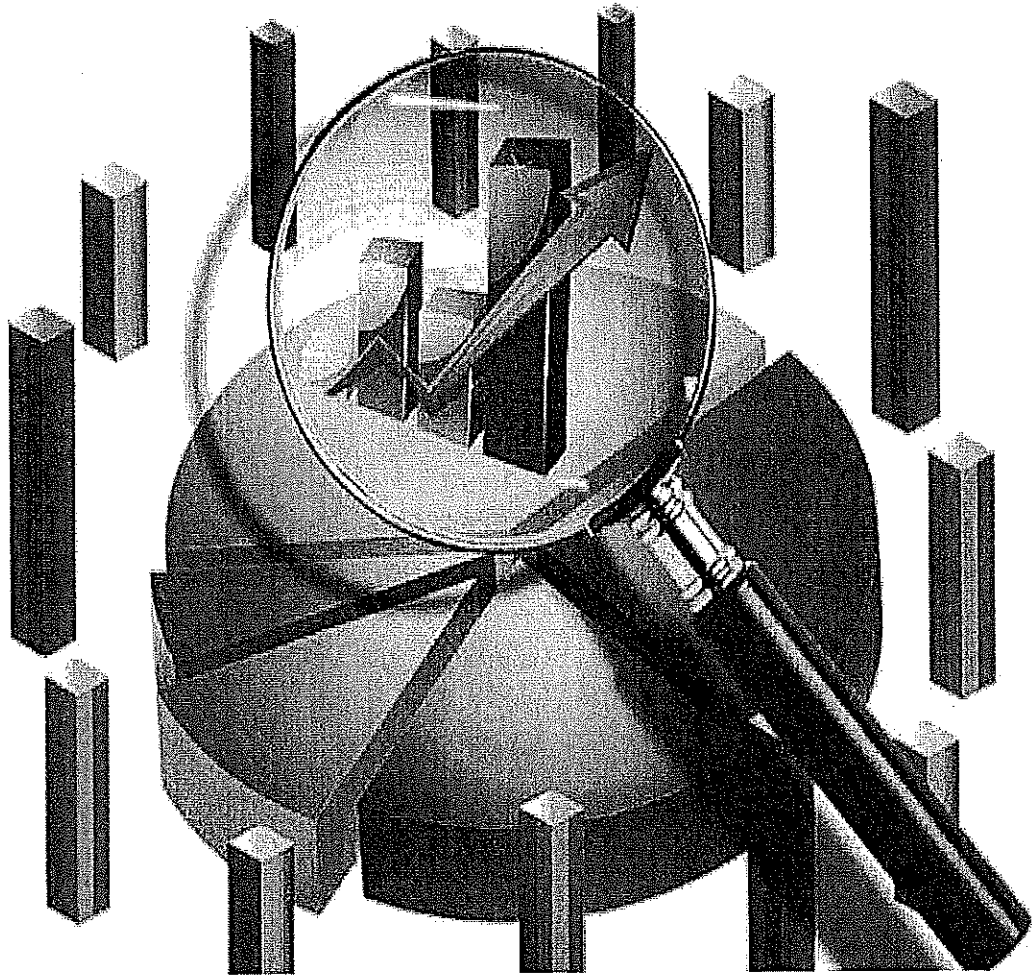
**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, receive and file the Monthly Financial Report for the period ending May 2018.

**E-1**



**Monthly Financial Report - Unaudited  
For the Period Ending May 2018**

**MIAMI-DADE COUNTY PUBLIC SCHOOLS**



**Financial Services  
Office of the Controller**

**Board Meeting of July 25, 2018**

# **Miami-Dade County Public Schools**

## **The School Board of Miami-Dade County, Florida**

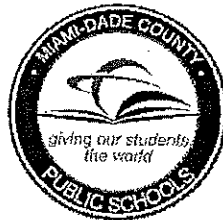
Ms. Perla Tabares Hantman, Chair  
Dr. Martin Karp, Vice Chair  
Dr. Dorothy Bendross-Mindingall  
Ms. Susie V. Castillo  
Dr. Lawrence S. Feldman  
Dr. Steve Gallon III  
Ms. Lubby Navarro  
Dr. Marta Pérez  
Ms. Mari Tere Rojas

## **Superintendent of Schools**

Mr. Alberto M. Carvalho

## **Student Advisor**

Mr. Josh Rios



THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA


Unaudited  
Monthly Financial Report for the Period Ending  
May 2018

The Superintendent of Schools

**Presents:** The Monthly Financial Report for the period ending May and the forty-eight weeks ending May 31, 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  
May 2018**

**TABLE OF CONTENTS**

Statement of Operations – General Fund.....	1
Statement of Operations – Capital Projects Funds .....	2
Statement of Operations – Food Service Fund .....	3
Notes to the Monthly Financial Report .....	4-5
Explanation of Variances to the Monthly Financial Report.....	6
Glossary of Terms .....	7





The School Board of Miami-Dade County, Florida  
Statement of Operations (Unaudited)  
GENERAL FUND (\$000)  
Forty-eight Weeks Ended May 31, 2018

Description	Adopted Budget	Amended Budget <sup>(1)</sup>	Current Month Actual	YTD Actual	% of YTD Actual to Amended Budget	Prior YTD Actual	Difference Increase/Decrease	% Increase/Decrease
<b>REVENUES</b>								
STATE SOURCES	\$ 1,222,699	\$ 1,201,104	\$ 86,504	\$ 1,099,879	92%	\$ 1,043,721	\$ 56,158	5%
FEDERAL SOURCES	16,003	16,754	505	9,310	56%	2,604	6,706	258%
LOCAL SOURCES	1,600,939	1,609,276	27,114	1,532,906	95%	1,516,306	16,600	1%
TRANSFERS IN	179,382	159,705	2,976	147,968	93%	170,120	(22,154)	(13%)
<b>TOTAL REVENUES</b>	<b>\$ 3,024,023</b>	<b>\$ 2,985,839</b>	<b>\$ 119,599</b>	<b>\$ 2,790,061</b>	<b>93%</b>	<b>\$ 2,732,751</b>	<b>\$ 57,310</b>	<b>2%</b>
<b>EXPENDITURES</b>								
<b>SCHOOL LEVEL SERVICES</b>								
TEACHING (includes salaries, fringe benefits & other direct expenditures)	\$ 2,108,702	\$ 2,055,074	\$ 195,792	\$ 1,865,519	92%	\$ 1,831,001	\$ 34,518	3%
STUDENT SERVICES (includes counselors, psychologists & visiting teachers)	129,337	122,848	12,698	114,024	93%	112,123	1,901	2%
TRANSPORTATION	68,772	76,847	7,774	69,174	90%	68,465	709	1%
TOTAL DIRECT SERVICES TO STUDENTS	\$ 2,307,811	\$ 2,254,769	\$ 216,264	\$ 2,068,717	92%	\$ 2,011,589	\$ 57,128	3%
CUSTODIAL & MAINTENANCE SERVICES (includes utilities)	372,072	386,016	31,368	341,989	89%	336,546	5,443	2%
SCHOOL ADMINISTRATION	182,348	169,322	15,342	154,175	91%	152,985	1,180	1%
COMMUNITY SERVICES	29,128	27,228	3,411	26,737	98%	26,717	20	0%
TOTAL SCHOOL LEVEL SERVICES	\$ 2,891,360	\$ 2,840,335	\$ 255,385	\$ 2,591,618	91%	\$ 2,527,847	\$ 63,771	3%
<b>INSTRUCTIONAL SUPPORT SERVICES</b>								
INSTRUCTION & CURRICULUM DEVELOPMENT	\$ 23,562	\$ 39,016	\$ 2,695	\$ 33,440	86%	\$ 26,174	\$ 7,266	28%
INSTRUCTIONAL STAFF TRAINING	1,722	3,442	269	2,925	85%	2,464	461	19%
INSTRUCTION RELATED TECHNOLOGY	40,345	34,157	2,934	30,791	90%	30,248	543	2%
TOTAL INSTRUCTIONAL SUPPORT SERVICES	\$ 65,629	\$ 76,615	\$ 5,898	\$ 67,156	88%	\$ 58,886	\$ 8,270	14%
TOTAL SCHOOL LEVEL & INSTRUCTIONAL EXPENDITURES	\$ 2,956,989	\$ 2,916,950	\$ 272,283	\$ 2,658,774	91%	\$ 2,586,733	\$ 72,041	3%
<b>BUSINESS SERVICES</b>								
FISCAL SERVICES (includes accounting, budget, payroll, accounts payable & cash management)	\$ 11,894	\$ 12,641	\$ 1,231	\$ 10,767	85%	\$ 9,941	\$ 826	8%
CENTRAL SERVICES (includes purchasing, personnel, risk management & warehouse services)	56,953	56,546	4,121	45,460	80%	40,728	4,732	12%
ADMINISTRATIVE TECHNOLOGY SERVICES	2,994	3,025	287	2,758	91%	2,375	383	16%
TOTAL BUSINESS SERVICES	\$ 71,841	\$ 72,212	\$ 5,639	\$ 58,985	82%	\$ 53,044	\$ 5,941	11%
<b>CENTRAL ADMINISTRATION</b>								
SCHOOL BOARD	\$ 3,280	\$ 3,236	\$ 280	\$ 3,032	94%	\$ 3,046	\$ (14)	(0%)
BOARD OFFICE	3,213	3,129	254	2,709	87%	2,710	(1)	(0%)
BOARD ATTORNEY	1,442	1,711	93	1,331	78%	1,270	61	5%
OTHER (includes inspector general & independent auditors)	-	-	-	-	-	-	-	-
GENERAL ADMINISTRATION	1,550	1,529	111	1,222	80%	1,220	2	0%
SUPERINTENDENT'S OFFICE	3,784	4,153	359	3,672	93%	3,680	(8)	(0%)
OTHER GENERAL ADMINISTRATION	13,269	13,758	1,097	12,166	89%	11,926	240	2%
TOTAL CENTRAL ADMINISTRATION	\$ 30,419	\$ 30,020	\$ 279,019	\$ 2,729,925	91%	\$ 2,651,703	\$ 78,222	3%
<b>SUB-TOTAL EXPENDITURES</b>								
FACILITIES & CAPITALIZED EQUIPMENT	-	1,343	-	-	0%	-	-	-
DEBT SERVICE (includes interest expense)	1,520	1,572	-	1,539	98%	911	628	69%
TRANSFERS OUT	-	-	-	-	-	18,059	(18,059)	(100%)
<b>TOTAL EXPENDITURES</b>	<b>\$ 3,043,019</b>	<b>\$ 3,005,835</b>	<b>\$ 279,019</b>	<b>\$ 2,731,464</b>	<b>91%</b>	<b>\$ 2,670,673</b>	<b>\$ 60,791</b>	<b>2%</b>
Excess (Deficiency) of Revenues Over Expenditures	\$ (18,996)	\$ (18,996)	\$ (180,320)	\$ 58,597		\$ 62,078	\$ (3,481)	
Beginning Fund Balance	222,269	222,269						
Less: Rebudgets, Reserves, Encumbrances & Commitments	(66,675)	(66,675)						
<b>Unappropriated Fund Balance</b>	<b>\$ 135,598</b>	<b>\$ 135,598</b>						

(1) This represents the budget as amended at the School Board meeting on May 16, 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-eight Weeks Ended May 31, 2018

Description	Adopted Budget 2017-18 <sup>(3)</sup>	Amended Budget <sup>(5)</sup>	Current Month Actual	Year-To-Date Actual 2017-18	Commitment and Encumbrance %	Actual vs Amended Budget	Year-To-Date Actual 2016-17 <sup>(4)</sup>	Difference Increase/ (Decrease)	% Increase/ (Decrease)
<b>REVENUES</b>									
Local Optional Millage	\$ 439,381	\$ 436,255	\$ 5,076	\$ 418,014	(1)	\$ (18,241)	\$ 386,061	\$ 31,953	8%
PECO Revenues	18,125	18,125	1,034	17,087		(1,038)	25,921	(8,834)	(34%)
Interest	3,794	5,451	600	6,500		1,049	3,069	3,431	112%
Transfers-in (Interfund)	-	-	-	-		-	-	-	-
Sale of Bonds and Other Revenues	250,316	232,373	-	-		(232,373)	542,174	(542,174)	(100%)
Misc Revenue	36,315	37,309	366	23,185		(14,124)	18,547	4,638	25%
<b>Total</b>	<b>\$ 747,931</b>	<b>\$ 729,513</b>	<b>\$ 7,076</b>	<b>\$ 454,786</b>		<b>\$ (264,727)</b>	<b>\$ 975,772</b>	<b>\$ (510,986)</b>	<b>(52%)</b>
Beginning Fund Balance	661,292	661,292							
<b>Total Beginning Fund Balance &amp; Budgeted Revenues</b>	<b>\$ 1,409,223</b>	<b>\$ 1,390,805</b>							
<b>EXPENDITURES</b>									
Sites/Site Improvements	\$ 18,554	\$ 19,819	\$ 630	\$ 7,696	(2)	\$ 3,992	\$ 9,554	\$ (1,858)	(19%)
Buildings & Additions	261,368	259,693	4,487	45,562	(2)	42,150	48,386	(2,824)	(6%)
Renovations	641,524	645,707	8,953	98,548	(2)	70,188	110,426	(11,878)	(11%)
Original & Additional Equipment	52,900	31,780	1,919	15,273	(2)	7,973	42,517	(27,244)	(64%)
Other	3,187	21,922	17	17,254		491	2,295	14,959	652%
Transfers-out	423,969	405,633	17,513	356,299		49,334	364,981	(8,682)	(2%)
<b>Total</b>	<b>\$ 1,401,502</b>	<b>\$ 1,394,554</b>	<b>\$ 33,519</b>	<b>\$ 540,632</b>		<b>\$ 124,794</b>	<b>\$ 578,159</b>	<b>\$ (37,527)</b>	<b>(6%)</b>
Excess (Deficiency) of Revenues Over Expenditures	(653,571)	(655,041)	(26,443)	(75,846)			\$ 397,613	\$ (473,459)	
Projected Ending Balance	\$ 7,721	\$ 6,251							

(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 May 16, 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-eight Weeks Ended May 31, 2018

Description	Adopted 2017-18 Budget <sup>(6)</sup>	Amended 2017-18 Budget <sup>(6)</sup>	Year-To-Date		Projected Annual <sup>(6)</sup>	Variance Favorable % (Unfavorable)	Year-To-Date Actual <sup>(4)</sup> 2016-17	Difference Increase/ (Decrease)	% Increase/ (Decrease)
			Current Month Actual	2017-18 Actual					
<b>REVENUES</b>									
Local Sources:									
Food Sales	\$ 15,490	\$ 11,738	\$ 1,468	\$ 11,881	\$ 11,881	\$ 143	\$ 15,148	\$ (3,267)	(22%)
Interest	80	80	13	143	143	63	109	34	31%
Other	-	-	-	-	-	-	-	-	-
Total Local Sources	15,570	11,818	1,481	12,024	12,024	206	15,257	(3,233)	(21%)
State Sources:									
State Reimbursements	1,976	1,882	157	1,725	1,882	-	1,812	(97)	(5%)
Other	-	-	-	-	-	-	-	-	-
Total State Sources	1,976	1,882	157	1,725	1,882	-	1,812	(97)	(5%)
Federal Sources:									
Federal Reimbursement	137,500	152,000	16,706	148,694	152,000	-	133,095	15,599	12%
Value of Fed. Commodities Received	11,000	11,000	304	10,767	11,000	-	11,093	(326)	(3%)
Cash in Lieu of Donated Foods	1,075	1,005	154	1,076	1,076	71	1,072	4	0%
Commodity Rebate	25	25	70	75	75	50	9	66	733%
Total Federal Sources	149,600	164,030	17,234	160,612	164,151	121	145,269	15,343	11%
Total Revenues	\$ 167,146	\$ 177,730	\$ 18,872	\$ 174,361	\$ 178,057	\$ 327	\$ 162,338	\$ 12,023	7%
Beginning Fund Balance	31,932	31,932			31,932				
Beginning Fund Balance & Budgeted/Projected Revenue	199,078	209,662			209,989				
<b>EXPENDITURES</b>									
Cost of Goods Used:									
Purchased Foods	\$ 63,710	\$ 63,710	\$ 6,976	\$ 57,849	\$ 63,710	\$ -	\$ 60,525	\$ (2,676)	(4%)
Federal Commodities	11,000	11,000	1,156	9,991	11,000	-	10,410	(419)	(4%)
Other Nonfood Supplies	5,000	5,000	307	2,604	5,000	-	4,249	(1,645)	(39%)
Salaries	48,792	49,900	4,879	46,568	49,900	-	41,367	5,201	13%
Fringes	26,772	25,743	2,243	22,947	25,743	-	21,792	1,155	5%
Energy Services	5,999	5,999	500	5,486	5,999	-	5,479	7	0%
Purchased Services	6,750	6,950	442	5,777	6,950	-	5,785	(8)	(0%)
Material & Supplies	608	608	38	926	926	(318)	513	413	81%
Capital Outlay	2,000	4,500	268	4,000	4,500	-	2,275	1,725	76%
Indirect Cost	4,221	4,208	380	3,459	4,208	-	3,044	415	14%
Total Expenditures	\$ 174,652	\$ 177,618	\$ 17,189	\$ 159,607	\$ 177,936	\$ (318)	\$ 155,439	\$ 4,168	3%
Excess (Deficiency) of Revenues Over Expenditures	\$ (7,706)	\$ 112	\$ 1,683	\$ 14,754	\$ 121	\$ -	\$ 6,899	\$ 7,855	
Ending Fund Balance	\$ 24,226	\$ 32,044			\$ 32,053				
Less: Nonspendable Fund Balance-Inventory	(2,425)	(2,425)			(2,425)				
Restricted Fund Balance	\$ 21,801	\$ 29,619			\$ 29,628				

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 May 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 May 31, 2018:

	Commitments	Encumbrances	Totals
Employee Benefits	\$ -	\$ 153,235	\$ 153,235
Purchased Services	3,061,256	49,702,499	52,763,755
Energy Services	-	30,648,407	30,648,407
Materials & Supplies	265,046	4,091,345	4,356,391
Capital Outlay	851,664	3,329,372	4,181,036
Other	-	1,812,404	1,812,404
<b>Total</b>	<b>\$ 4,177,966</b>	<b>\$ 89,737,262</b>	<b>\$ 93,915,228</b>

**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 May 31, 2018:

Buildings and Additions	\$	5,586,339
Land		32,932
Improvements Other Than Buildings		711,090
Renovations		8,828,162
Equipment		-
<b>Total</b>	<b>\$</b>	<b>\$15,158,523</b>

THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA

Unaudited  
Notes to the Monthly Financial Report  
for the Period Ending May 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 26% for breakfasts and 59% for lunches compared to 27% and 60% in 2016-2017 fiscal year. The total number of student meals served decreased 4.60% compared to the prior year.

The number of operating days in the current month was 22 and year-to-date was 170 compared to 172 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 \$3,546,557 of which \$3,063,569 is attributable to Capital Outlay; \$15,303 is attributable to Material and Supplies; and \$467,685 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 May 31, 2018 the commodity inventory balance was \$2,601,648.

**THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA**

**Unaudited  
Explanation of Variances to the Monthly Financial Report  
for the Period Ending May 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 May 2018, reimbursements to the General Fund through transfers-in amounted to \$147,966 consisting of \$30,000 from the Self-Insurance Health Fund, and \$88,015, \$10,962 and \$18,989 for capital outlay expenditures, charter school capital outlay, and property & casualty insurance, respectively.

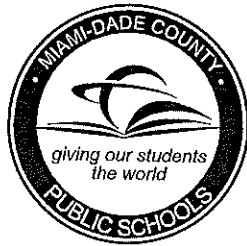
**THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA**

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

**Glossary of Terms**

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

<b>Fund Accounting</b>	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.
<b>Revenues</b>	Increases in governmental fund type net current assets from other than expenditure refunds and residual equity transfers.
<b>Expenditures</b>	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.
<b>Federal Commodities</b>	Surplus food items distributed by the U.S. Department of Agriculture.
<b>Inventory</b>	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](mailto:crc@dadeschools.net) Website: <http://crc.dadeschools.net>

Rev: 08/2017

