

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

**SUBJECT: MONTHLY FINANCIAL REPORT FOR THE PERIOD ENDING  
NOVEMBER 2019**

**COMMITTEE: FISCAL ACCOUNTABILITY & GOVERNMENT RELATIONS**

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

The Monthly Financial Report for the period ending November 2019 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 November 2019 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 November 2019.



# Monthly Financial Report - Unaudited For the Period Ending November 2019

**MIAMI-DADE COUNTY PUBLIC SCHOOLS**



**Financial Services  
Office of the Controller**

**Board Meeting of January 15, 2020**

# **Miami-Dade County Public Schools**

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

Ms. Perla Tabares Hantman, Chair

Dr. Steve Gallon III, Vice Chair

Dr. Dorothy Bendross-Mindingall

Ms. Susie V. Castillo

Dr. Lawrence S. Feldman

Dr. Martin Karp

Ms. Lubby Navarro

Dr. Marta Pérez

Ms. Mari Tere Rojas

## **Superintendent of Schools**

Mr. Alberto M. Carvalho

## **Student Advisor**

Mr. Christopher Badillo



THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA

Unaudited  
Monthly Financial Report for the Period Ending  
November 2019

The Superintendent of Schools

**Presents:** The Monthly Financial Report for the period ending November and the twenty-two weeks ending November 30, 2019 indicating appropriations in the 2019-20 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  
November 2019**

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**The School Board of Miami-Dade County, Florida**  
**Statement of Operations (Unaudited)**  
**GENERAL FUND (\$000)**  
**Twenty-two Weeks Ended November 30, 2019**

Description	Adopted Budget	Amended Budget	Current Month Actual	YTD Actual	% of YTD Actual to Adopted Budget	Prior YTD Actual	Difference Increase/ (Decrease)	% Increase/ (Decrease)
<b>REVENUES</b>								
STATE SOURCES	\$ 1,216,829	\$ -	\$ 95,906	\$ 535,930	44%	\$ 512,022	\$ 23,908	5%
FEDERAL SOURCES	10,004	-	523	1,688	17%	6,693	(5,005)	(75%)
LOCAL SOURCES	1,872,605	-	133,926	163,205	9%	460,024	(296,819)	(65%)
TRANSFERS IN	189,036	-	4,967	57,843	31%	57,643	200	0%
<b>TOTAL REVENUES</b>	<b>\$ 3,288,474</b>	<b>\$ -</b>	<b>\$ 235,322</b>	<b>\$ 758,666</b>	<b>23%</b>	<b>\$ 1,036,382</b>	<b>\$ (277,716)</b>	<b>(27%)</b>
<b>EXPENDITURES</b>								
<b>SCHOOL LEVEL SERVICES</b>								
TEACHING (includes salaries, fringe benefits & other direct expenditures)	\$ 2,360,358	\$ -	\$ 199,331	\$ 846,537	36%	\$ 771,665	\$ 74,872	10%
STUDENT SERVICES (includes counselors, psychologists & visiting teachers)	132,387	-	13,256	55,352	42%	47,056	8,296	18%
TRANSPORTATION	69,328	-	6,787	32,314	47%	30,510	1,804	6%
<b>TOTAL DIRECT SERVICES TO STUDENTS</b>	<b>\$ 2,562,073</b>	<b>\$ -</b>	<b>\$ 219,374</b>	<b>\$ 934,203</b>	<b>36%</b>	<b>\$ 849,231</b>	<b>\$ 84,972</b>	<b>10%</b>
CUSTODIAL & MAINTENANCE SERVICES (includes utilities)	361,044	-	35,291	183,764	51%	157,703	26,061	17%
SCHOOL ADMINISTRATION	181,905	-	14,036	69,405	38%	66,925	2,480	4%
COMMUNITY SERVICES	29,308	-	2,615	11,720	40%	11,047	673	6%
<b>TOTAL SCHOOL LEVEL SERVICES</b>	<b>\$ 3,134,330</b>	<b>\$ -</b>	<b>\$ 271,316</b>	<b>\$ 1,199,092</b>	<b>38%</b>	<b>\$ 1,084,906</b>	<b>\$ 114,186</b>	<b>11%</b>
<b>INSTRUCTIONAL SUPPORT SERVICES</b>								
INSTRUCTION & CURRICULUM DEVELOPMENT	\$ 26,625	\$ -	\$ 8,730	\$ 22,487	84%	\$ 19,249	\$ 3,238	17%
INSTRUCTIONAL STAFF TRAINING	7,062	-	607	3,418	48%	1,349	2,069	153%
INSTRUCTION RELATED TECHNOLOGY	39,275	-	2,889	14,897	38%	14,954	(57)	(0%)
<b>TOTAL INSTRUCTIONAL SUPPORT SERVICES</b>	<b>\$ 72,962</b>	<b>\$ -</b>	<b>\$ 12,226</b>	<b>\$ 40,802</b>	<b>56%</b>	<b>\$ 35,552</b>	<b>\$ 5,250</b>	<b>15%</b>
<b>TOTAL SCHOOL LEVEL &amp; INSTRUCTIONAL EXPENDITURES</b>	<b>\$ 3,207,292</b>	<b>\$ -</b>	<b>\$ 283,542</b>	<b>\$ 1,239,894</b>	<b>39%</b>	<b>\$ 1,120,458</b>	<b>\$ 119,436</b>	<b>11%</b>
<b>BUSINESS SERVICES</b>								
FISCAL SERVICES (includes accounting, budget, payroll, accounts payable & cash management)	\$ 11,280	\$ -	\$ 1,041	\$ 4,861	43%	\$ 4,254	\$ 607	14%
CENTRAL SERVICES (includes purchasing, personnel, risk management & warehouse services)	52,893	-	4,286	22,928	43%	21,383	1,545	7%
ADMINISTRATIVE TECHNOLOGY SERVICES	1,017	-	200	768	76%	1,216	(448)	(37%)
<b>TOTAL BUSINESS SERVICES</b>	<b>\$ 65,190</b>	<b>\$ -</b>	<b>\$ 5,527</b>	<b>\$ 28,557</b>	<b>44%</b>	<b>\$ 26,853</b>	<b>\$ 1,704</b>	<b>6%</b>
<b>CENTRAL ADMINISTRATION</b>								
<b>SCHOOL BOARD</b>								
BOARD OFFICE	\$ 3,595	\$ -	\$ 213	\$ 1,517	42%	\$ 1,457	\$ 60	4%
BOARD ATTORNEY	3,314	-	260	1,310	40%	1,239	71	6%
OTHER (includes inspector general & independent auditors)	1,343	-	144	498	37%	619	(121)	(20%)
<b>GENERAL ADMINISTRATION</b>								
SUPERINTENDENT'S OFFICE	1,364	-	84	418	31%	446	(28)	(6%)
OTHER GENERAL ADMINISTRATION	4,209	-	328	1,914	45%	1,744	170	10%
<b>TOTAL CENTRAL ADMINISTRATION</b>	<b>\$ 13,825</b>	<b>\$ -</b>	<b>\$ 1,029</b>	<b>\$ 5,657</b>	<b>41%</b>	<b>\$ 5,505</b>	<b>\$ 152</b>	<b>3%</b>
<b>SUB-TOTAL EXPENDITURES</b>	<b>\$ 3,286,307</b>	<b>\$ -</b>	<b>\$ 290,098</b>	<b>\$ 1,274,108</b>	<b>39%</b>	<b>\$ 1,152,816</b>	<b>\$ 121,292</b>	<b>11%</b>
DEBT SERVICE (includes interest expense)	9,200	-	28	118	1%	117	1	1%
<b>TOTAL EXPENDITURES</b>	<b>\$ 3,295,507</b>	<b>\$ -</b>	<b>\$ 290,126</b>	<b>\$ 1,274,226</b>	<b>39%</b>	<b>\$ 1,152,933</b>	<b>\$ 121,293</b>	<b>11%</b>
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>\$ (7,033)</b>	<b>\$ -</b>	<b>\$ (54,804)</b>	<b>\$ (515,560)</b>		<b>\$ (116,551)</b>	<b>\$ (399,009)</b>	
<b>Beginning Fund Balance</b>	<b>243,457</b>	<b>-</b>						
<b>Less: Rebudgets, Reserves, Encumbrances &amp; Commitments</b>	<b>(128,933)</b>	<b>-</b>						
<b>Unappropriated Fund Balance</b>	<b>\$ 107,491</b>	<b>\$ -</b>						

(1) This represents the adopted budget approved by the School Board on September 4, 2019.  
Sources: Offices of the Controller and Budget Management

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

**CAPITAL PROJECTS FUNDS  
Twenty-two Weeks Ended November 30, 2019**

Description	Adopted Budget 2019-20 <sup>(3)</sup>	Amended Budget	Current Month Actual	Year-To-Date Actual 2019-20	%	Commitment and Encumbrance	Actual vs Adopted Budget	%	Year-To-Date Actual 2018-19 <sup>(4)</sup>	Difference Increase/ (Decrease)	% Increase/ (Decrease)	
<b>REVENUES</b>												
Local Optional Millage	\$ 489,014	\$ -	\$ 35,182	\$ 35,182	(1)	7%	N/A	\$ (453,832)	(93%)	\$ 125,329	\$ (90,147)	(72%)
PECO Revenues	37,970	-	3,106	15,143		40%	N/A	(22,827)	(60%)	20,067	(4,924)	(25%)
Interest	4,153	-	216	1,073		26%	N/A	(3,080)	(74%)	3,014	(1,941)	(64%)
Transfers-in (Interfund)	-	-	-	-		-	N/A	-	-	-	-	-
Sale of Bonds and Other Revenues	286,500	-	-	-		0%	N/A	(286,500)	(100%)	-	-	-
Misc Revenue	46,682	-	3,638	14,073		30%	N/A	(32,609)	(70%)	7,465	6,608	89%
<b>Total</b>	<b>\$ 864,319</b>	<b>\$ -</b>	<b>\$ 42,142</b>	<b>\$ 65,471</b>		<b>8%</b>	<b>N/A</b>	<b>\$ (798,848)</b>	<b>(92%)</b>	<b>\$ 155,875</b>	<b>\$ (90,404)</b>	<b>(58%)</b>
Beginning Fund Balance	520,116											
Total Beginning Fund Balance & Budgeted Revenues												
	\$ 1,384,435	\$ -										
<b>EXPENDITURES</b>												
Sites/Site Improvements	\$ 25,647	\$ -	\$ 988	\$ 3,670	(2)	14%	\$ 6,588	\$ 15,389	60%	\$ 3,209	\$ 461	14%
Buildings & Additions	254,863	-	2,737	21,714	(2)	9%	50,224	182,925	72%	20,798	916	4%
Renovations	596,624	-	4,965	33,575	(2)	6%	48,339	514,710	86%	41,122	(7,547)	(18%)
Original & Additional Equipment	49,925	-	998	4,163	(2)	8%	29,541	16,221	32%	5,003	(840)	(17%)
Other	2,680	-	3,372	3,517		131%	2,476	(3,313)	(124%)	1,233	2,284	185%
Transfers-out	431,633	-	5,227	163,179		38%	-	268,454	62%	146,757	16,422	11%
<b>Total</b>	<b>\$ 1,361,372</b>	<b>\$ -</b>	<b>\$ 18,287</b>	<b>\$ 229,818</b>		<b>17%</b>	<b>\$ 137,168</b>	<b>\$ 994,386</b>	<b>73%</b>	<b>\$ 218,122</b>	<b>\$ 11,696</b>	<b>5%</b>
Excess (Deficiency) of Revenues Over Expenditures	(497,053)	-	23,855	(164,347)						\$ (62,247)	\$ (102,100)	
Projected Ending Balance	\$ 23,063	\$ -										

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

(3) This represents the adopted budget approved by the School Board on September 4, 2019.

(4) The Statement of Operations is shown with comparative totals for fiscal year 2018-19.

Sources: Offices of the Controller and Budget Management

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

**FOOD SERVICE FUND**

**Twenty-two Weeks Ended November 30, 2019**

Description	Adopted 2019-20 Budget <sup>(5)</sup>	Amended 2019-20 Budget	Current Month Actual	Year-To-Date Actual 2019-20	Projected Annual <sup>(5)</sup>	Variance Favorable (Unfavorable)	Year-To-Date Actual <sup>(4)</sup>	Difference Increase/ (Decrease)	%	%	%	
					%							
<b>REVENUES</b>												
<b>Local Sources:</b>												
Food Sales	\$ 15,400	\$ -	\$ 1,521	\$ 6,291	41%	\$ 15,400	100%	\$ 15,400	100%	\$ 6,000	\$ 291	5%
Interest	112	-	1	28	25%	112	100%	112	100%	60	(32)	(53%)
Other	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Local Sources</b>	<b>15,512</b>	<b>-</b>	<b>1,522</b>	<b>6,319</b>	<b>41%</b>	<b>15,512</b>	<b>100%</b>	<b>15,512</b>	<b>100%</b>	<b>6,060</b>	<b>259</b>	<b>4%</b>
<b>State Sources:</b>												
State Reimbursements	2,054	-	171	856	42%	2,054	100%	2,054	100%	856	-	0%
Other	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total State Sources</b>	<b>2,054</b>	<b>-</b>	<b>171</b>	<b>856</b>	<b>42%</b>	<b>2,054</b>	<b>100%</b>	<b>2,054</b>	<b>100%</b>	<b>856</b>	<b>-</b>	<b>0%</b>
<b>Federal Sources:</b>												
Federal Reimbursement	130,218	-	11,029	46,860 (1)	36%	130,218	100%	130,218	100%	49,200	(2,340)	(5%)
Value of Fed. Commodities Received	10,000	-	2,149	8,298 (3)	83%	10,000	100%	10,000	100%	4,911	3,387	69%
Cash in Lieu of Donated Foods	1,125	-	116	395	35%	1,125	100%	1,125	100%	395	-	0%
Commodity Rebate	25	-	-	1	4%	25	100%	25	100%	8	(7)	-
<b>Total Federal Sources</b>	<b>141,368</b>	<b>-</b>	<b>13,294</b>	<b>55,554</b>	<b>39%</b>	<b>141,368</b>	<b>100%</b>	<b>141,368</b>	<b>100%</b>	<b>54,514</b>	<b>1,040</b>	<b>2%</b>
<b>Total Revenues</b>	<b>\$ 158,934</b>	<b>\$ -</b>	<b>\$ 14,987</b>	<b>\$ 62,729</b>	<b>39%</b>	<b>\$ 158,934</b>	<b>100%</b>	<b>\$ 158,934</b>	<b>100%</b>	<b>\$ 61,430</b>	<b>\$ 1,299</b>	<b>2%</b>
<b>Beginning Fund Balance</b>	<b>32,750</b>	<b>-</b>				<b>32,750</b>	<b>100%</b>					
<b>Beginning Fund Balance &amp; Budgeted/Projected Revenue</b>	<b>191,684</b>	<b>-</b>				<b>191,684</b>	<b>100%</b>					
<b>EXPENDITURES</b>												
<b>Cost of Goods Used:</b>												
Purchased Foods	\$ 63,770	\$ -	\$ 4,843	\$ 22,363 (2)	35%	\$ 63,770	100%	\$ (63,770)	(100%)	\$ 24,385	\$ (2,022)	(8%)
Federal Commodities	9,677	-	1,160	4,525 (2) (3)	47%	9,677	100%	(9,677)	(100%)	3,315	1,210	37%
Other Nonfood Supplies	3,000	-	118	1,088 (2)	36%	3,000	100%	(3,000)	(100%)	1,143	(55)	(5%)
Salaries	53,143 (6)	-	4,203	17,230 (7)	32%	53,143	100%	(53,143)	(100%)	16,571	659	4%
Fringes	25,706 (6)	-	2,005	9,272 (7)	36%	25,706	100%	(25,706)	(100%)	9,234	38	0%
Energy Services	5,999	-	498	2,494	42%	5,999	100%	(5,999)	(100%)	2,497	(3)	(0%)
Purchased Services	6,304	-	433	2,431 (7)	39%	6,304	100%	(6,304)	(100%)	2,587	(156)	(6%)
Material & Supplies	553	-	45	401	73%	553	100%	(553)	(100%)	318	83	26%
Capital Outlay	2,500	-	273	1,541	62%	2,500	100%	(2,500)	(100%)	2,484	(943)	(38%)
Indirect Cost	2,857	-	244	1,068	37%	2,857	100%	(2,857)	(100%)	1,025	43	4%
<b>Total Expenditures</b>	<b>\$ 173,509</b>	<b>\$ -</b>	<b>\$ 13,822</b>	<b>\$ 62,413</b>	<b>36%</b>	<b>\$ 173,509</b>	<b>100%</b>	<b>\$ (173,509)</b>	<b>(100%)</b>	<b>\$ 63,559</b>	<b>\$ (1,146)</b>	<b>(2%)</b>
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>\$ (14,575)</b>	<b>\$ -</b>	<b>\$ 1,165</b>	<b>\$ 316</b>		<b>\$ (14,575)</b>				<b>\$ (2,129)</b>	<b>\$ 2,445</b>	
<b>Ending Restricted Fund Balance</b>	<b>\$ 18,175</b>	<b>\$ -</b>				<b>\$ 18,175</b>						

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

(4) The Statement of Operations is shown with comparative totals for fiscal year 2018-19.

(5) This represents the adopted budget approved by the School Board on September 4, 2019.

(6) In accordance with the Budget Executive Summary, included in these categories is \$7,000,000 of custodial expenditures to be transferred from the General Fund, allocated \$5,866,086 to salaries and \$1,133,914 to fringes.

(7) Included in these categories is \$355,492 of maintenance chargebacks allocated \$113,542 to salaries, \$21,664 to fringes and \$220,286 to purchased services.

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 November 2019**

**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 November 30, 2019:

	<b>Commitments</b>	<b>Encumbrances</b>	<b>Totals</b>
Employee Benefits	\$ -	\$ 345,842	\$ 345,842
Purchased Services	7,637,512	103,552,301	111,189,813
Energy Services	-	58,908,240	58,908,240
Materials & Supplies	470,510	4,396,823	4,867,333
Capital Outlay	2,064,961	14,144,559	16,209,520
Other	140,000	1,158,883	1,298,883
<b>Total</b>	<b>\$ 10,312,983</b>	<b>\$ 182,506,648</b>	<b>\$ 192,819,631</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 November 30, 2019:

Buildings and Additions	\$	7,907,810
Land		-
Improvements Other Than Buildings		597,961
Renovations		10,466,568
Equipment		-
<b>Total</b>	<b>\$</b>	<b>18,972,339</b>

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

**Unaudited  
Notes to the Monthly Financial Report  
for the Period Ending November 2019**

**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 56% for lunches compared to 26% and 58% respectively, in 2018-2019 fiscal year.

The number of operating days in the current month was 16 and year-to-date was 65 compared to 67 in the prior year.

Net encumbrances as of month end amounted to \$1,125,725 of which \$737,036 is attributable to Capital Outlay; \$61,120 attributable to Materials and Supplies; and \$327,569 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 restricted. At November 30, 2019 the commodity inventory balance was \$5,609,776.

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

**Unaudited  
Explanation of Variances to the Monthly Financial Report  
for the Period Ending November 2019**

**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 November 2019, reimbursements to the General Fund through transfers-in amounted to \$57,843 consisting of \$33,405, \$15,143 and \$9,295 for capital outlay expenditures, charter school capital outlay, and property & casualty insurance, respectively.

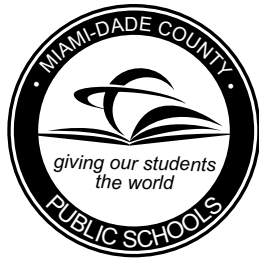
**THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA**

**Unaudited  
Monthly Financial Report for the Period Ending  
November 2019**

**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  
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