Office of Superintendent of Schools Board Meeting of July 15, 2020 June 29, 2020

**Financial Services** 

Mr. Ron Y. Steiger, Chief Financial Officer

SUBJECT: MONTHLY FINANCIAL REPORT FOR THE PERIOD ENDING

**MAY 2020** 

COMMITTEE: FISCAL ACCOUNTABILITY & GOVERNMENT RELATIONS

**LINK TO STRATEGIC** 

BLUEPRINT: EFFECTIVE AND SUSTAINABLE BUSINESS PRACTICES

The Monthly Financial Report for the period ending May 2020 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 2020 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 2020.

### **Monthly Financial Report - Unaudited** For the Period Ending May 2020



**Financial Services** Office of the Controller

**Board Meeting of July 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 Dr. Lubby Navarro Dr. Marta Pérez Ms. Mari Tere Rojas

### **Superintendent of Schools**

Mr. Alberto M. Carvalho

### **Student Advisor**

Mr. Christopher Badillo



### Unaudited **Monthly Financial Report for the Period Ending** May 2020

### The Superintendent of Schools

Presents: The Monthly Financial Report for the period ending May and the

forty-eight weeks ending May 31, 2020 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:

Reviewed by:

Ron Y. Steiger

Chief Financial Officer

# Unaudited Monthly Financial Report for the Period Ending May 2020

### **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, 2020

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)		% Increas (Decreas	
REVENUES															
STATE SOURCES	\$	1,216,829	\$	1,196,630	\$	90,280	\$	1,095,475	92%	\$	1,088,514	\$	6,961	1%	
FEDERAL SOURCES LOCAL SOURCES		10,004 1,872,605		28,268 1,860,432		1,600 38,938		16,276	58% 94%		10,847 1,551,579		5,429 197,465	50% 13%	
FRANSFERS IN		189,036		189,036		3,355		1,749,044 149,542	79%		167,923		(18,381)	(11%)	
	_		_		_					_					
TOTAL REVENUES	\$	3,288,474	\$	3,274,366	\$	134,173	\$	3,010,337	92%	\$	2,818,863	\$	191,474	7%	
EXPENDITURES															
SCHOOL LEVEL SERVICES															
TEACHING (includes salaries, fringe benefits & other direct expenditures)	\$	2,360,358	\$	2,223,999	\$	227,465	\$	2,118,380	95%	\$	1,953,197	\$	165,183	8%	
STUDENT SERVICES (includes counselors, psychologists & visiting teachers)		132,387		148,714		13,499		133,267	90%		116,130		17,137	15%	
TRANSPORTATION		69,328		75,388		8,472		72,652	96%		69,988		2,664	4%	
TOTAL DIRECT SERVICES TO STUDENTS	\$	2,562,073	\$	2,448,101	\$	249,436	\$	2,324,299	95%	\$	2,139,315	\$	184,984	9%	
CUSTODIAL & MAINTENANCE SERVICES (includes utilities)	-	361,044		418,274		29,620		377,872	90%		346,186		31,686	9%	
SCHOOL ADMINISTRATION		181,905		175,101		14,019		154,899	88%		155,273		(374)	(0%)	
COMMUNITY SERVICES		29,308		29,815		1,725		25,202	85%		28,892		(3,690)	(13%)	
TOTAL SCHOOL LEVEL SERVICES	\$	3,134,330	\$	3,071,291	\$	294,800	\$	2,882,272	94%	\$	2,669,666	\$	212,606	8%	
NSTRUCTIONAL SUPPORT SERVICES															
INSTRUCTION & CURRICULUM DEVELOPMENT	\$	26,625	\$	46,662	\$	1,994	\$	38,279	82%	\$	35,276	\$	3,003	9%	
INSTRUCTIONAL STAFF TRAINING		7,062		8,542		1,027		7,911	93%		3,229		4,682	145%	
INSTRUCTION RELATED TECHNOLOGY		39,275		35,864		2,799		31,600	88%		34,922		(3,322)	(10%)	
TOTAL INSTRUCTIONAL SUPPORT SERVICES	\$	72,962	\$	91,068	\$	5,820	\$	77,790	85%	\$	73,427	\$	4,363	6%	
TOTAL SCHOOL LEVEL & INSTRUCTIONAL EXPENDITURES	\$	3,207,292	\$	3,162,359	\$	300,620	\$	2,960,062	94%	\$	2,743,093	\$	216,969	8%	
BUSINESS SERVICES															
FISCAL SERVICES (includes accounting, budget, payroll, accounts payable & cash management)	\$	11,280	\$	12,590	\$	1,289	\$	10,749	85%	\$	10,355	\$	394	4%	
CENTRAL SERVICES (includes purchasing, personnel, risk management & warehouse services)		52,893		53,584		3,975		46,541	87%		45,222		1,319	3%	
ADMINISTRATIVE TECHNOLOGY SERVICES		1,017		1,791		66		1,526	85%		1,921		(395)	(21%)	
TOTAL BUSINESS SERVICES	\$	65,190	\$	67,965	\$	5,330	\$	58,816	87%	\$	57,498	\$	1,318	2%	
CENTRAL ADMINISTRATION															
SCHOOL BOARD BOARD OFFICE	\$	3,595	\$	3,550	\$	264	\$	3,152	89%	\$	3,129	\$	23	1%	
BOARD ATTORNEY	Ψ	3,314	Ψ	3,241	Ψ	262	Ψ	2,914	90%	Ψ	2,860	Ψ	54	2%	
OTHER (includes inspector general & independent auditors)		1,343		10,706		106		7,404	69%		1,530		5,874	384%	
GENERAL ADMINISTRATION		•						,							
SUPERINTENDENT'S OFFICE		1,364		1,364		79		949	70%		966		(17)	(2%)	
OTHER GENERAL ADMINISTRATION		4,209		4,628		381		4,264	92%		3,684		580	16%	
	Ф.	·	•		e		•			•	·	Ф.			
TOTAL CENTRAL ADMINISTRATION	\$	13,825	\$	23,489	\$	1,092	\$	18,683	80%	\$	12,169	\$	6,514	54%	
SUB-TOTAL EXPENDITURES	\$	3,286,307	\$	3,253,813	\$	307,042	\$	3,037,561	93%	\$	2,812,760	\$	224,801	8%	
FACILITIES & CAPITALIZED EQUIPMENT		-		184		-		-	0%		-		-	-	
DEBT SERVICE (includes interest expense)		9,200		9,086		-		2,335	26%		117		2,218	1896%	
TOTAL EXPENDITURES	\$	3,295,507	\$	3,263,083	\$	307,042	\$	3,039,896	93%	\$	2,812,877	\$	227,019	8%	
Excess (Deficiency) of Revenues Over Expenditures	\$	(7,033)	\$	11,283	\$	(172,869)	\$	(29,559)		\$	5,986	\$	(35,545)		
Beginning Fund Balance		243,457		243,457											
.ess: Rebudgets, Reserves, Encumbrances & Commitments		(128,933)		(128,933)	_										
Inappropriated Fund Balance	\$	107,491	\$	125,807											

<sup>(1)</sup> This represents the budget as amended at the School Board meeting on May 20, 2020. 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, 2020

Description	Adopted Budget	Amended	Current Month	Year-To-Date		Year-To-Date Actual			Commitment and		Actual vs Amended			Year-To-Date Actual	Difference Increase/	% Increase/
2000 i pilon	2018-19 <sup>(3)</sup>	Budget <sup>(5)</sup>	Actual			%	Encumbrance		Budget	%		2017-18 <sup>(4)</sup>	(Decrease)	(Decrease)		
REVENUES													( ) )	( ) )		
Local Optional Millage	\$ 489,014	\$ 489,014	\$ 9,438	\$	456,496 (1)	93%	N/A	\$	(32,518)	(79	<b>%)</b> \$	437,570	\$ 18,92	3 4%		
PECO Revenues	37,970	37,970	3,280		34,540	91%	N/A		(3,430)	(99	<b>%</b> )	37,678	(3,13	3) (8%)		
Interest	4,153	4,153	507		3,905	94%	N/A		(248)	(69	<b>%</b> )	6,762	(2,85	7) (42%)		
Transfers-in (Interfund)	-	-	-		-	-	N/A		-		-	-				
Sale of Bonds and Other Revenues	286,500	286,522	-		27,677	10%	N/A		(258,845)	(909	<b>%</b> )	-	27,67	7 -		
Misc Revenue	46,682	53,830	5,276	26,112		49%	N/A (27		(27,718)	(519	<b>(51%)</b> 46,223		(20,11	I) (44%)		
Total	\$ 864,319	\$ 871,489	\$ 18,501	\$	548,730	63%	N/A	\$	(322,759)	(379	<b>%)</b> \$	528,233	\$ 20,49	7 4%		
Beginning Fund Balance	520,116	520,116				=										
Total Beginning Fund Balance &									Current							
Budgeted Revenues	\$ 1,384,435	\$ 1,391,605							Available							
EXPENDITURES									Balance							
Sites/Site Improvements	\$ 25,647	\$ 38,411	\$ 779	\$	11,306 (2)	29%	\$ 5,288	\$	21,817	57	% \$	6,314	\$ 4,99	2 79%		
Buildings & Additions	254,863	254,726	5,457		49,244 (2)	19%	39,686		165,796	65	%	48,782	46	2 1%		
Renovations	596,624	592,475	7,588		76,330 (2)	13%	58,181		457,964	77	%	88,939	(12,60	9) (14%)		
Original & Additional Equipment	49,925	51,562	5,432		26,726 (2)	52%	13,628		11,208	22	%	13,013	13,71	3 105%		
Other	2,680	2,212	6		285	13%	2,446		(519)	(239	<b>%</b> )	1,785	(1,50	)) (84%)		
Transfers-out	431,633	428,144	8,055		370,097	86%			58,047	14	-	354,258	15,83			
Total	\$ 1,361,372	\$ 1,367,530	\$ 27,317	\$	533,988	39%	\$ 119,229	\$	714,313	52	% \$	513,091	\$ 20,89	7 4%		
Excess (Deficiency) of																
Revenues Over Expenditures	(497,053)	(496,041)	\$ (8,816)	\$	14,742						\$	15,142	\$ (40	0)		
Projected Ending Balance	\$ 23,063	\$ 24,075			<del></del>						_	•		=		

<sup>(1)-(2)</sup> Refer to accompanying "Notes to Monthly Financial Report."

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

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

<sup>(5)</sup> This represents the budget as amended at the School Board meeting on May 20, 2020.

Sources: Offices of the Controller and Budget Management

#### ယ

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

### FOOD SERVICE FUND Forty-eight Weeks Ended May 31, 2020

				·			KS LIIUE	u ivi	uy (	J1, ZUZ	.0								
		Adopted	Amended		Current	Ye	ear-To-Date							Variance		Year-To-Date		ference	%
Description		2019-20	2019-20		Month		Actual				Pr	ojected		Favorable		Actual		crease/	Increase/
		Budget (5)	Budget (6)		Actual		2019-20			%		Annual	%	(Unfavorable)	%	2018-19 <sup>(4)</sup>	(De	ecrease)	(Decrease)
REVENUES																			
Local Sources:																			
Food Sales	\$	15,400	\$ 11,946	\$	-	\$	11,946			100%	\$	11,946	100%	\$ -	0%	\$ 15,172	\$	(3,226)	(21%)
Interest		112	112		4		47			42%		112	100%	-	0%	102		(55)	(54%)
Other		-	-		50		50	_				50	-	50	-			50	-
Total Local Sources		15,512	12,058		54		12,043			100%		12,108	100%	50	0%	15,274		(3,231)	(21%
State Sources:								_							•'				
State Reimbursements		2,054	1,819		151		1,667			92%		1,819	100%	-	0%	1,882		(215)	(11%)
Other		-	-		-		-			-		-	-	-	-	-		-	-
Total State Sources		2,054	1,819		151		1,667	_		92%		1,819	100%	-	0%	1,882		(215)	(11%)
Federal Sources:								-		_									
Federal Reimbursement		130,218	105,114		6,355		104,467	(1)		99%		105,114	100%	-	0%	128,578	. (	(24,111)	(19%)
Value of Fed. Commodities Received		10,000	10,500		147		10,787	(3)		103%		10,787	103%	287	3%	9,452		1,335	14%
Cash in Lieu of Donated Foods		1,125	780		-		778			100%		780	100%	-	0%	1,086		(308)	(28%)
Commodity Rebate		25	20		15		16	_		80%		20	100%		0%	16		-	0%
Total Federal Sources		141,368	116,414		6,517		116,048	-		100%		116,701	100%	287	0%	139,132		(23,084)	(17%)
Total Revenues	\$	158,934	\$ 130,291	\$	6,722	\$	129,758			100%	\$	130,628	100%	\$ 337	0%	\$ 156,288	\$ (	(26,530)	(17%)
Beginning Fund Balance		32,750	32,750									32,750	100%		<u>.</u> '				
Beginning Fund Balance &																			
Budgeted/Projected Revenue		191,684	163,041									163,378	100%						
EXPENDITURES	1																		
Cost of Goods Used:	_																		
Purchased Foods	\$	63,770	\$ 50,023	\$	1,885	\$	47,617	(2)		95%	\$	50,023	100%	\$ -	0%	\$ 60,496	\$ (	(12,879)	(21%)
Federal Commodities		9,677	9,677		323		9,522	(2)	(3)	98%		9,677	100%	-	0%	10,482		(960)	(9%)
Other Nonfood Supplies		3,000	3,000		155		2,764	(2)		92%		3,000	100%	-	0%	2,937		(173)	(6%)
Salaries		53,143	52,143		4,165		47,121	(8)	(7)	90%		52,143	100%	-	0%	47,798		(677)	(1%)
Fringes		25,706	25,509		2,070		22,460	(8)	(7)	88%		25,509	100%	-	0%	22,952		(492)	(2%)
Energy Services		5,999	5,716		469		5,216			91%		5,716	100%	-	0%	5,497		(281)	(5%)
Purchased Services		6,304	6,124		344		5,389	(8)		88%		6,124	100%	-	0%	5,753		(364)	(6%)
Material & Supplies		553	600		19		593			99%		600	100%	-	0%	646		(53)	(8%)
Capital Outlay		2,500	2,250		129		2,296			102%		2,296	102%	(46)	(2%)	4,663		(2,367)	(51%)
Indirect Cost		2,857	2,840		244		2,464			87%		2,840	100%	-	0%	2,472		(8)	(0%)
Total Expenditures	\$	173,509	\$ 157,882	\$	9,803	\$	145,442			92%	\$	157,928	100%	\$ (46)	(0%)	\$ 163,696	\$ (	(18,254)	(11%)
Excess (Deficiency) of								•							•				
Revenues Over Expenditures	\$	(14,575)	\$ (27,591)	\$	(3,081)	\$	(15,684)			5	\$	(27,300)				\$ (7,408	) \$	(8,276)	
Ending Restricted Fund Balance	\$	18,175	\$ 5,159		. , ,					3	\$	5,450						<u>, , , , , , , , , , , , , , , , , , , </u>	

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

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

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

<sup>(6)</sup> This represents the budget as amended at the School Board meeting on May 20, 2020.

<sup>(7)</sup> In accordance with the Budget Executive Summary, included in these categories is \$7,000,000 of custodial expenditures transfered from the General Fund, allocated \$4,616,318 to salaries and \$2,383,682 to fringes.

<sup>(8)</sup> Included in these categories is \$1,598,331 of maintenance chargebacks allocated \$618,418 to salaries, \$121,334 to fringes and \$858,579 to purchased services. Sources: Offices of the Controller, Budget Management and Food & Nutrition.

## Unaudited Notes to the Monthly Financial Report for the Period Ending May 2020

### **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, 2020:

	Commitments	Encumbrances	Totals
Employee Benefits Purchased Services	\$ 175,000 424,305	\$ 114,678 135,775,230	\$ 289,678 136,199,535
Energy Services Materials & Supplies	25,000 180,553	35,518,243 2,682,261	35,543,243 2,862,814
Capital Outlay Other	164,114 51,022	7,626,702 1,515,978	7,790,816 1,567,000
Total	\$ 1,019,994	\$ 183,233,092	\$ 184,253,086

### **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, 2020:

Buildings and Additions	\$ 7,182,237
Land	-
Improvements Other Than Buildings	800,348
Renovations	10,846,252
Equipment	 <u> </u>
Total	\$ 18,828,837

## Unaudited Notes to the Monthly Financial Report for the Period Ending May 2020

### **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.

Due to the COVID-19 pandemic, and as recommended by the Florida Department of Education, Miami-Dade County Public Schools (M-DCPS) school sites were closed on March 13, 2020 and will remain closed through the end of the school year. During this period of school closures, the Department of Food and Nutrition is distributing school breakfast and lunch meals under the Summer Food Service Program through a waiver from the United States Department of Agriculture (USDA).

Net encumbrances as of month end amounted to \$925,055 of which \$467,917 is attributable to Capital Outlay; \$67,759 attributable to Materials and Supplies; and \$389,379 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, <u>Fund Balance Reporting and Governmental Fund Type Definitions</u> requires inventory to be reported under the category of restricted. At May 31, 2020 the commodity inventory balance was \$3,101,245.

## Unaudited Explanation of Variances to the Monthly Financial Report for the Period Ending May 2020

### **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 2020, reimbursements to the General Fund through transfers-in amounted to \$149,542 consisting of \$97,553, \$34,540 and \$17,449 for capital outlay expenditures, charter school capital outlay, and property & casualty insurance, respectively.

## Unaudited Monthly Financial Report for the Period Ending May 2020

### 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.

<u>Title VII of the Civil Rights Act of 1964 as amended</u> - 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.

<u>Americans with Disabilities Act of 1990 (ADA)</u> - 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.

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

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

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

<u>Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA)</u> - 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: <a href="mailto:crc@dadeschools.net">crc@dadeschools.net</a> Website: <a href="http://crc.dadeschools.net">http://crc.dadeschools.net</a>