Office of Superintendent of Schools Board Meeting of March 17, 2021

March 1, 2021

**Financial Services** 

Mr. Ron Y. Steiger, Chief Financial Officer

SUBJECT: MONTHLY FINANCIAL REPORT FOR THE PERIOD ENDING

**JANUARY 2021** 

COMMITTEE: FISCAL ACCOUNTABILITY & GOVERNMENT RELATIONS

**LINK TO STRATEGIC** 

BLUEPRINT: EFFECTIVE AND SUSTAINABLE BUSINESS PRACTICES

The Monthly Financial Report for the period ending January 2021 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 January 2021 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 January 2021.

# Monthly Financial Report - Unaudited For the Period Ending January 2021



Financial Services
Office of the Controller

**Board Meeting of March 17, 2021** 

### **Miami-Dade County Public Schools**

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

Ms. Perla Tabares Hantman, Chair Dr. Steve Gallon III, Vice Chair Ms. Lucia Baez-Geller Dr. Dorothy Bendross-Mindingall Ms. Christi Fraga Dr. Lubby Navarro Dr. Marta Pérez Ms. Mari Tere Rojas Ms. Luisa Santos

### **Superintendent of Schools**

Mr. Alberto M. Carvalho

**Student Advisor** 

Ms. Maria Martinez



### Unaudited Monthly Financial Report for the Period Ending January 2021

### The Superintendent of Schools

Presents:

The Monthly Financial Report for the period ending January and the thirty-one weeks ending January 31, 2021 indicating appropriations in the 2020-21 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

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Reviewed by:

Ron Y. Steiger

**Chief Financial Officer** 

## Unaudited Monthly Financial Report for the Period Ending January 2021

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### The School Board of Miami-Dade County, Florida Statement of Operations (Unaudited) GENERAL FUND (\$000) Thirty-one Weeks Ended January 31, 2021

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)
REVENUES														
STATE SOURCES FEDERAL SOURCES LOCAL SOURCES TRANSFERS IN	\$	1,217,484 18,221 1,902,705 200,935	\$	1,211,612 28,064 1,884,026 201,743	\$	79,770 290 -	\$	672,555 3,700 1,572,338	56% 13% 83%	\$	724,240 2,889 1,549,597 105,401	\$	(51,685) 811 22,741	(7%) 28% 1%
TRANSFERS IN	_		\$		\$	6,386	\$	112,369	56%	_		\$	6,968	7%
TOTAL REVENUES	<u> </u>	3,339,345	Þ	3,325,445	Þ	86,446	Þ	2,360,962	71%	\$	2,382,127	Þ	(21,165)	(1%)
EXPENDITURES														
SCHOOL LEVEL SERVICES  TEACHING (includes solaries frings happfite % other direct expanditures)	\$	2,268,187	\$	2,292,649	\$	170,705	\$	1,218,747	53%	\$	1,271,240	\$	(52,493)	(40/)
TEACHING (includes salaries, fringe benefits & other direct expenditures) STUDENT SERVICES (includes counselors, psychologists & visiting teachers)	Ф	136,964	Φ	145,302	Φ	12,935	Ф	84,554	58%	φ	82,024	Φ	2,530	(4%) 3%
TRANSPORTATION		71,413		64,488		5,593		36,624	57%		43,558		(6,934)	(16%)
TOTAL DIRECT SERVICES TO STUDENTS	\$	2,476,564	\$	2,502,439	\$	189,233	\$	1,339,925	54%	\$	1,396,822	\$	(56,897)	(4%)
CUSTODIAL & MAINTENANCE SERVICES (includes utilities)		434,344		442,689		34,144		243,620	55%		257,865		(14,245)	(6%)
SCHOOL ADMINISTRATION		184,594		166,847		14,193		96,974	58%		99,188		(2,214)	(2%)
COMMUNITY SERVICES		29,649		11,795		2,020		7,863	67%		16,488		(8,625)	(52%)
TOTAL SCHOOL LEVEL SERVICES	\$	3,125,151	\$	3,123,770	\$	239,590	\$	1,688,382	54%	\$	1,770,363	\$	(81,981)	(5%)
INSTRUCTIONAL SUPPORT SERVICES													, ,	` ,
INSTRUCTION & CURRICULUM DEVELOPMENT	\$	73,714	\$	45,559	\$	3,029	\$	23,419	51%	\$	28,140	\$	(4,721)	(17%)
INSTRUCTIONAL STAFF TRAINING		8,162		9,225		791		5,146	56%		4,862		284	6%
INSTRUCTION RELATED TECHNOLOGY		38,527		36,406		2,738		20,910	57%		20,738		172	1%
TOTAL INSTRUCTIONAL SUPPORT SERVICES	\$	120,403	\$	91,190	\$	6,558	\$	49,475	54%	\$	53,740	\$	(4,265)	(8%)
TOTAL SCHOOL LEVEL & INSTRUCTIONAL EXPENDITURES	\$	3,245,554	\$	3,214,960	\$	246,148	\$	1,737,857	54%	\$	1,824,103	\$	(86,246)	(5%)
BUSINESS SERVICES														
FISCAL SERVICES (includes accounting, budget, payroll, accounts payable & cash management)	\$	13,507	\$	13,263	\$	836	\$	6,629	50%	\$	6,972	\$	(343)	(5%)
CENTRAL SERVICES (includes purchasing, personnel, risk management & warehouse services)		56,289		64,374		3,794		28,523	44%		31,236		(2,713)	(9%)
ADMINISTRATIVE TECHNOLOGY SERVICES		1,292		1,203		70		660	55%		1,034		(374)	(36%)
TOTAL BUSINESS SERVICES	\$	71,088	\$	78,840	\$	4,700	\$	35,812	45%	\$	39,242	\$	(3,430)	(9%)
CENTRAL ADMINISTRATION														
SCHOOL BOARD BOARD OFFICE	\$	3,675	\$	3,675	\$	283	\$	2,246	61%	\$	2,098	\$	148	7%
BOARD ATTORNEY	•	3,492	•	3,492	•	282	•	1,884	54%	•	1,883	•	1	0%
OTHER (includes inspector general & independent auditors)		1,518		1,909		211		896	47%		883		13	1%
GENERAL ADMINISTRATION														
SUPERINTENDENT'S OFFICE		1,359		1,359		83		650	48%		595		55	9%
OTHER GENERAL ADMINISTRATION		4,340		5,287		333		2,880	54%		2,677		203	8%
TOTAL CENTRAL ADMINISTRATION	\$	14,384	\$	15,722	\$	1,192	\$	8,556	54%	\$	8,136	\$	420	5%
SUB-TOTAL EXPENDITURES	\$	3,331,026	\$	3,309,522	\$	252,040	\$	1,782,225	54%	\$	1,871,481	\$	(89,256)	(5%)
FACILITIES & CAPITALIZED EQUIPMENT		42,890		40,878		4,909		24,753	61%		_		24,753	-
DEBT SERVICE (includes interest expense)		5,400		5,400		-		109	2%		143		(34)	(24%)
TOTAL EXPENDITURES	\$	3,379,316	\$	3,355,800	\$	256,949	\$	1,807,087	54%	\$	1,871,624	\$	(64,537)	(3%)
Excess (Deficiency) of Revenues Over Expenditures	\$	(39,971)	\$	(30,355)	\$	(170,503)	\$	553,875		\$	510,503	\$	43,372	
Beginning Fund Balance		246,931		246,794										
Less: Rebudgets, Reserves, Encumbrances & Commitments		(71,091)		(71,091)	_									
Unappropriated Fund Balance	\$	135,869	\$	145,348										

<sup>(1)</sup> This represents the budget as amended at the School Board meeting on February 10, 2021. Sources: Offices of the Controller and Budget Management

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

### CAPITAL PROJECTS FUNDS Thirty-one Weeks Ended January 31, 2021

Description		Adopted Budget 2020-21 <sup>(3)</sup>	Amended Budget <sup>(5)</sup>	Current Month Actual	Ye	ar-To-Date Actual 2020-21	0/	Commitment and Encumbrance	Actual vs Amended	9/	Year-To-Date Actual 2019-20 <sup>(4)</sup>	Difference Increase/ (Decrease)	% Increase/
REVENUES		2020-21	Биадет	Actual		2020-21	%	Encumbrance	Budget	%	2019-20	(Decrease)	(Decrease)
Local Optional Millage	┙\$	508,584	\$ 508,584	\$ 123,524	\$	428,194 (1)	84%	N/A	\$ (80,390)	(16%) \$	407,982	\$ 20,212	5%
PECO Revenues		40,704	40,704	3,518		23,443	58%	N/A	(17,261)	(42%)	21,393	2,050	10%
Interest		1,924	1,161	68		839	72%	N/A	(322)	(28%)	1,759	(920)	(52%)
Transfers-in (Interfund)		-	-	-		-	-	N/A	-	-	-	-	-
Sale of Bonds and Other Revenues		270,800	270,800	-		-	0%	N/A	(270,800)	(100%)	24,721	(24,721)	(100%)
Misc Revenue		65,299	68,925	5,298		31,559	46%	N/A	(37,366)	(54%)	19,558	12,001	61%
Total	\$	887,311	\$ 890,174	\$ 132,408	\$	484,035	54%	N/A	\$ (406,139)	(46%) \$	475,413	\$ 8,622	2%
Beginning Fund Balance		482,964	482,211				=						
Total Beginning Fund Balance &									Current				
Budgeted Revenues	\$	1,370,275	\$ 1,372,385						Available				
EXPENDITURES									Balance				
Sites/Site Improvements	\$	32,582	\$ 32,213	\$ 866	\$	5,115 (2)	16%	\$ 7,534	\$ 19,564	61% \$	8,269	\$ (3,154)	(38%)
Buildings & Additions		256,856	256,215	4,278		41,352 (2)	16%	37,176	177,687	69%	33,251	8,101	24%
Renovations		588,619	587,167	7,550		47,135 (2)	8%	97,027	443,005	75%	49,427	(2,292)	(5%)
Original & Additional Equipment		20,479	24,668	236		3,858 (2)	16%	3,947	16,863	68%	20,057	(16,199	(81%)
Other		2,260	2,260	-		-	0%	260	2,000	88%	262	(262)	(100%)
Transfers-out		449,718	450,527	25,929		249,890	55%	-	200,637	45%	265,411	(15,521)	(6%)
Total	\$	1,350,514	\$ 1,353,050	\$ 38,859	\$	347,350	26%	\$ 145,944	\$ 859,756	64% \$	376,677	\$ (29,327)	(8%)
Excess (Deficiency) of							<u>=</u>						_
Revenues Over Expenditures		(463,203)	(462,876)	\$ 93,549	\$	136,685				\$	98,736	\$ 37,949	_
Projected Ending Balance	\$	19,761	\$ 19,335							<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 9, 2020.

<sup>(4)</sup> The Statement of Operations is shown with comparative totals for fiscal year 2019-20.

<sup>(5)</sup> This represents the budget as amended at the School Board meeting on February 10, 2021.

Sources: Offices of the Controller and Budget Management

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

### FOOD SERVICE FUND Thirty-one Weeks Ended January 31, 2021

		Adopted		Amended		Current		ear-To-Date		· ,	,-			Variance		Year-To-Date	D	ifference	%
Description		2020-21		2020-21		Month		Actual				Projected		Favorable		Actual		ncrease/	Increase/
		Budget (5)		Budget (6)		Actual		2020-21			%	Annual	%	(Unfavorable)	%	2019-20 (4)		Decrease)	(Decrease)
REVENUES	T	Duuget		Duaget		Actual		2020-21			70	Allituai	/0	(Ulliavorable)	/0	2013-20	(L	Jecrease)	(Decrease)
Local Sources:	_																		
Food Sales	\$	12.000	\$	350	\$	47	\$	222			63%	\$ 350	100%	s -	0%	\$ 9.264	\$	(9,042)	(98%)
Interest	Ψ	52	Ψ	12	Ψ		Ψ	3			25%	12	100%	· -	0%	36	Ψ	(33)	(92%)
Other		-		200		6		206			103%	206	103%	6	3%	-		206	(32 /0)
Total Local Sources		12.052		562		53		431			77%	568	101%	6	1%	9,300		(8,869)	(95%)
State Sources:		,									,-		, .		.,,			(0,000)	(0070)
State Reimbursements		1,819		1,819		_		868			48%	1,819	100%	_	0%	1,061		(193)	(18%)
Other		-		-		_					-	-	-	_	-	-,		-	-
Total State Sources		1,819		1,819		-		868			48%	1,819	100%		0%	1,061		(193)	(18%)
Federal Sources:		,- ,-		,							_	,						· · · · · ·	( /
Federal Reimbursement		125,218		103,000		9,614		47,539	(1)		46%	103,000	100%	-	0%	71,516		(23,977)	(34%)
Value of Fed. Commodities Received		10,500		7,500		1,368		6,278	(3)		84%	7,500	100%	-	0%	9,416		(3,138)	(33%)
Cash in Lieu of Donated Foods		700		200		33		104			52%	200	100%	-	0%	604		(500)	(83%)
Commodity Rebate		50		100		5		45			45%	100	100%	-	0%	1		44	4400%
Total Federal Sources		136,468		110,800		11,020		53,966			49%	110,800	100%	-	0%	81,537		(27,571)	(34%)
Total Revenues	\$	150,339	\$	113,181	\$	11,073	\$	55,265			49%	\$ 113,187	100%	\$ 6	0%	\$ 91,898	\$	(36,633)	(40%)
Beginning Fund Balance		14,504		14,504								14,504	100%						
Beginning Fund Balance &																			
Budgeted/Projected Revenue		164,843		127,685								127,691	100%						
EXPENDITURES	1										_								
Cost of Goods Used:																			
Purchased Foods	\$	60,350	\$	32,700	\$	4,407	\$	16,383	(2)		50%	\$ 32,700	100%	\$ -	0%	\$ 33,923	\$	(17,540)	(52%)
Federal Commodities		10,000		7,500		1,849		4,603	(2)	(3)	61%	7,500	100%	-	0%	6,854		(2,251)	(33%)
Other Nonfood Supplies		3,000		1,500		242		1,074	(2)		72%	1,500	100%	-	0%	1,879		(805)	(43%)
Salaries		43,326		40,918		3,778			(7)		56%	40,918	100%	-	0%	25,229		(2,313)	(9%)
Fringes		24,742		23,500		2,003		12,695	(7)		54%	23,500	100%	-	0%	13,238		(543)	(4%)
Energy Services		5,999		5,519		459		3,191			58%	5,519	100%	-	0%	3,491		(300)	(9%)
Purchased Services		6,250		5,061		138		2,739	(7)		54%	5,061	100%	-	0%	3,730		(991)	(27%)
Material & Supplies		1,038		1,188		52		512			43%	1,188	100%	-	0%	494		18	4%
Capital Outlay		1,500		750		30		453			60%	750	100%	-	0%	1,873		(1,420)	(76%)
Indirect Cost		2,623		2,445		220		1,362			56%	2,445	100%	-	0%	1,530		(168)	(11%)
Total Expenditures	\$	158,828	\$	121,081	\$	13,178	\$	65,928			54%	\$ 121,081	100%	\$ -	0%	\$ 92,241	\$	(26,313)	(29%)
Excess (Deficiency) of											_								
Revenues Over Expenditures	\$	(8,489)	\$	(7,900)	\$	(2,105)	\$	(10,663)				\$ (7,894)				\$ (343)	\$	(10,320)	
Ending Restricted Fund Balance	\$	6,015	\$	6,604		-						\$ 6,610							
			_								=								

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

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

<sup>(4)</sup> The Statement of Operations is shown with comparative totals for fiscal year 2019-20.

<sup>(5)</sup> This represents the adopted budget approved by the School Board on September 9, 2020.

<sup>(6)</sup> This represents the Budget as amended at the School Board meeting on February 10, 2021.

<sup>(7)</sup> Included in these categories is \$838,329 of maintenance chargebacks allocated \$390,548 to salaries, \$81,898 to fringes and \$365,883 to purchased services.

## Unaudited Notes to the Monthly Financial Report for the Period Ending January 2021

#### **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 January 31, 2021.

	Commitments	Encumbrances	Totals
Employee Benefits	\$ -	\$ 374,414	\$ 374,414
Purchased Services	4,355,186	326,789,291	331,144,477
Energy Services	24,000	38,435,136	38,459,136
Materials & Supplies	827,620	3,809,827	4,637,447
Capital Outlay	3,646,932	3,138,909	6,785,841
Other	 46,815	 2,827,042	 2,873,857
Total	\$ 8,900,553	\$ 375,374,619	\$ 384,275,172

### **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 January 31, 2021:

Buildings and Additions	\$	8,115,871
Land Improvements Other Than Buildings		- 789,679
Renovations Equipment		10,525,257
Total		19,430,807
IOlai	ı Þ	19,430,607

## Unaudited Notes to the Monthly Financial Report for the Period Ending January 2021

#### **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 until October 05, 2020 when schools began staggered reopening for students wishing to return to the physical schoolhouse by October 09, 2020. Throughout this period, the Department of Food and Nutrition has been distributing school breakfast and lunch meals under the Summer Food Service Program (SFSP) through a waiver from the United States Department of Agriculture (USDA) which is to remain in effect until the end of the 2020-2021 school year.

Net encumbrances as of month end amounted to \$799,098 of which \$344,364 is attributable to Capital Outlay; \$103,684 is attributable to Material and Supplies; and \$351,050 is attributable to Purchased Services.

- 1. Federal Reimbursement claims are made based on 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 nonspendable. At January 31, 2021 the commodity inventory balance was \$5,152,510.

## Unaudited Explanation of Variances to the Monthly Financial Report for the Period Ending January 2021

#### **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 January 2021, reimbursements to the General Fund through transfers-in amounted to \$112,369 consisting of \$75,112, \$24,753, and \$12,504 for capital outlay expenditures, charter school capital outlay, and property & casualty insurance, respectively.

## Unaudited Monthly Financial Report for the Period Ending January 2021

### 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>