

MIAMI-DADE COUNTY PUBLIC SCHOOLS

Fee-Based Community Education and Before and/or After School Programs



2025 - 2026 Before and/or After School Program Parent Handbook

MIAMI-DADE COUNTY PUBLIC SCHOOLS

Fee-Based Community Education and Before / After School Programs

2025-2026 Annual School Year Programs

(Thursday, August 14, 2025, to Thursday, June 04, 2026)

NAME OF PROGRAM	HOURS OF OPERATION	WEEKLY RATE	FEE REDUCTIONS
Before School Care	7:00 a.m. to 8:25 a.m.	BASE RATE \$30.00	NA
Story Hour A (PK-1 st Grade) Story Hour B (2 nd -8 th Grade)	1:50 p.m. to 3:00 p.m. 3:05 p.m. to 4:05 p.m.	BASE RATE \$30.00	NA
After School	1:50 p.m. to 6:30 p.m.	BASE RATE \$60.00	Free/Reduced Lunch or Sibling Discount Rate for Qualifying Students \$55.00 per week (\$1.00 off per day)

2026 Summer Programs

(Range of Operations: Monday, June 08, 2026, to Friday, July 31, 2026)

NAME OF PROGRAM	HOURS OF OPERATION	WEEKLY RATE	FEE REDUCTIONS
After School	1:50 p.m. to 6:00 p.m.	BASE RATE \$60.00	Free/Reduced Lunch or Sibling Discount Rate for Qualifying Students \$55.00 per week (\$1.00 off per day)
Half-day Summer Camp	11:30 a.m. to 6:00 p.m.	BASE RATE \$80.00	Free/Reduced Lunch or Sibling Discount Rate for Qualifying Students \$75.00 per week (\$1.00 off per day)
Full-day Summer Camp	7:00 a.m. to 6:00 p.m.	BASE RATE \$125.00	Free/Reduced Lunch or Sibling Discount Rate for Qualifying Students \$115.00 per week (\$2.00 off per day)

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Parent Handbook: Program Guidelines

Program: Your child is now enrolled in a fee based Before and / or After School Program at [Ethel Koger Beckham K-8 Center](#). A variety of academic enhancement and enrichment activities, including homework assistance, indoor and outdoor games, music, and arts and crafts have been planned during your child's time in our program.

If for any reason we can be of assistance, please do not hesitate to call us at (305) 222-4905 between the hours of 8:00 a.m. and 6:30 p.m. You may also e-mail the program manager at: Lprats@dadeschools.net or aasencio@dadeschools.net

After School Staff: Before and after school program managers supervise activity leaders that have been screened by Miami-Dade County Public Schools (M-DCPS) to work directly with your child in small groups. All activity leaders are required to receive a minimum of 40 hours of state-certified childcare training.

Snack Plus Program: Each day a snack will be provided for your child during the after-school program only. Please notify staff of any food allergies upon registration. If your child is unable to eat the snacks provided during the after-school program, please contact the after-school office. In this case, you will be responsible for providing a nutritious snack that suits the needs of your child.

Late Pick-up Fee: A late fee of **\$10.00, per student, per 15 minutes**, will be charged if your child is not picked up on time. Consistently being charged a late pick-up fee may result in your child being withdrawn from the program. All late pick-up fees will be added to your "FOCUS" online account and must be paid prior to the start of the next payment period.

Late Payment Fee: A late payment fee of **\$10.00, per student, per incident, and per program**, will be charged for payments that are not received prior to the start of the next service period. All late payment fees will be added to your "FOCUS" online account and must be paid prior to the start of the next payment period.

Refund Policy: Only students that have been verified as absent for **5 or more consecutive days of service** from the before and/or after school program, may receive a refund, upon parental request, for the number of paid days absent. Parents must notify the after-school office if their child will be absent on any given day.

Student Withdrawal: A student withdrawing from the before and/or after school program after payment has been made may be given a refund for the paid, unused days. Parents are responsible for notifying the before and/or after school office in **writing** as to the date of withdrawal. A refund will only be given as far back as 6 months.

Student Withdrawal for Community Enrichment Classes ONLY: A student who has registered for a class is entitled to a **full refund** up until the beginning of the second scheduled class session.

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Focus Online Student Registration: (using the Chrome web Browser): There is no student registration fee required to enroll in before and/or after school program. All student applicants must make sure that all sections of the registration form are completed online using the new “FOCUS” online system which can be found once you log into your Parent Portal and clicking on the FOCUS link found on the:

M-DCPS Parent Portal website:

- <http://www.dadeschools.net/parents.asp>
- Remember: Prior to adding your child to your M-DCPS Parent Portal account, you must obtain a Parent PIN number for each child, from their day school’s front office. Activation of the Parent PIN may take up to 48 hours. See your day school office staff for more details.
- Once in the Parent Portal, click on the “FOCUS” link:



- Once in the Parent Portal (Mobile Device), click on the “FOCUS” link:



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Emergency contact Information: Must be completed before a student can participate in a program. Failure to complete your child's emergency contact information can result in your child being excluded from the program.

Student Accident Insurance: It is **mandatory** to obtain HSR student accident insurance issued through the district. No child may participate in or attend the before and after school care program and select community education classes without this insurance. This is a supplemental insurance plan, and it is required even if you already have family or individual medical insurance coverage. This supplemental insurance plan **does not** take the place of family or individual medical insurance coverage. It is your responsibility to become familiar with any insurance limitations and other information provided through this insurance. If you have any questions about student accident insurance, please contact the M-DCPS Office of Risk & Benefits Management at (305) 995-7129.

Students that wish to enroll in a Before Care • After School • Story Hour • Summer Program and certain community education classes without verified proof of the required Health Special Risk, Inc. (HSR) Student Accident Insurance will not be considered registered for a program or class even if they have paid for the program or class. Students without the HSR Student Accident Insurance will not be able to participate in or attend the program if the program they have paid for or signed up for requires it.

To log in or to open a new account and pay online for the required Health Special Risk, Inc. (HSR) Student Accident Insurance please go to the following website.

- https://www.hsri.com/K12_Enrollment/Main/newAccount.asp

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Please make sure that you upload the paid HSR receipt to the FOCUS portal or deliver a copy of it to the program office to be able to attend or participate in the program.

It is extremely important that you immediately notify the before and/or after school program manager if you have made any changes to your child's online registration.

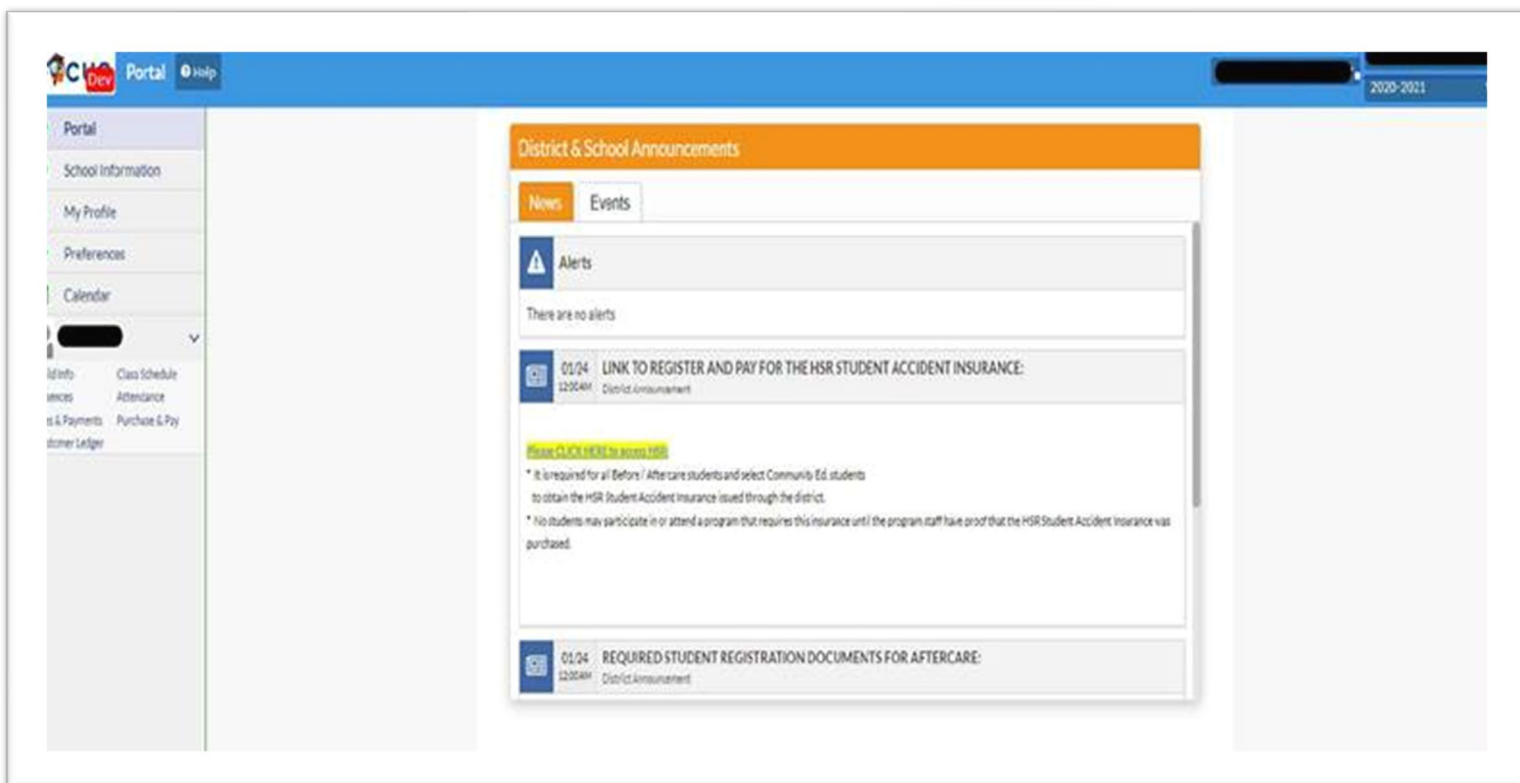
Registration Documents: Must be completed before a student can participate in a program. Failure to complete your child's registration information can result in your child being excluded from the program.

Program Fee Payments: After registering your child in FOCUS, Parents will also have the option to pay for before / after school care program fees and any available enrichment classes offered at your school payable with a credit card.

We strongly encourage parents or guardians to use their credit card online to pay for programs and classes as this process will expedite the enrollment process for your child's next service period. Log into the districts:

M-DCPS Parent Portal website:

- <http://www.dadeschools.net/parents.asp>
- Once in the Parent Portal, click on the "FOCUS" link:



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Please remember to schedule and pay for each of your children if you have more than one and especially if they are assigned to a different school / grade / teacher / program / course / section / class.

Credit card payments made on “FOCUS” are applicable to your child’s Before care • After School • Story Hour • Summer program and school based and/or district offered Community Education Enrichment classes. All program payments must be paid prior to the start of the payment service period or start of class. Payments must be paid in full; no partial payments are accepted. **In person check, cash, or money order payments must be the in exact amount or you will be directed to your parent portal to pay via credit card.**

- Before care • After School • Story Hour • Summer program and school based and/or district offered Community Education Enrichment classes have a short window for parents / students to pay online (usually a week prior to the start date and time). Once a program or class payment period start date has been reached, you will need to come into the program office to pay in person if you wish for your child to continue in the program or class.
- ***No Child will be allowed to attend a program or class for which a service period payment has not been made unless approved by the principal.***

IRS form W-10 – Dependent Care Provider’s Identification and Certification: Certain program costs may be deducted from your federal income taxes, and it is recommended that you save your cancelled checks and/or receipts that you receive from the program. Ask your Program Manager for the needed IRS W-10 form (Dependent Care Provider Identification and Certification) when you are ready to file.

Free or Reduced Lunch Status: Students who qualify and are verified as having free or reduced lunch status in “FOCUS” will be eligible for a reduced after school program rate. Any increase or reduction in the student Free and Reduced lunch status rate during a student’s present service period will become effective and enforced starting on the first day of the next payment service period.

Sibling Discount: The sibling discount rate will be applied to those families that have two (2) or more children simultaneously registered in any after school program and summer camp program and do not qualify for free/reduced lunch. This will only take effect once all the siblings are linked to the Parent in the Parent Portal.

ELC Subsidized Child Care: Parents or guardians approved to receive subsidized childcare through The Early Learning Coalition of Miami-Dade/Monroe (ELC) must adhere to the guidelines stipulated by this agency. Students approved to receive ELC funds may be eligible for a subsidized allotment that will offset the cost for the after-school care program by up to:

(\$12.00 per day – ELC part-time subsidy)

and for the all-day school care program, up to:

(\$22.07 per day – max ELC full-time subsidy)

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Any increase or reduction in the student ELC voucher rate during a student's present service period may become effective and enforced on the first day of the next payment service period.

Parents or guardians are responsible for program fees that are more than the subsidized voucher amount. If you are interested, the ELC can be reached at (305) 646-7220 from 8:00 am to 5:00 pm. For more information, go to www.elcmdm.org

Parents who may be experiencing financial hardship should apply for assistance. The 2022 Federal Poverty Guidelines DOES NOT determine eligibility. If there is a financial hardship, please apply.

Release of Children: Children enrolled in after school must be picked up **no later** than 6:30 p.m. If an emergency arises, you are expected to make arrangements, so that your child will be picked up before 6:30 p.m. and notify the after-school office. Parents who are unable to pick up their children on time, on a regular basis, may be susceptible to their child being withdrawn from the program.

Before School Arrival Procedures: If your child is enrolled in a before care program, the child must be signed in daily within the school building by an authorized person listed on the child's registration form. Please be sure that your child arrives by 7:45 a.m., if you would like them to eat breakfast in Before Care.

Dismissal Procedures:

Parent sign-out and pick-up: Each after school child must be signed out from the after-school program office by an **Authorized Person** listed on the child's registration form. The authorized person may be asked to present an official government photo identification card, i.e., driver's license, state ID, military ID, alien registration card, or passport. Once the ID is verified, the student will be released for pick up to the authorized person. Any other person that is not listed on the child's registration form the parent must email aasencio@dadeschools.net stating who will be picking up their child. Parents must attach a picture of their own ID. Once verified by an authorized school employee the child will be released.

Authorized Persons: ONLY those people listed on your child's registration form are considered authorized. Family members, if not listed, are not considered authorized to pick up your child. Verification by the after-school program manager or designee will be made before any child is released to a person not listed on the registration form.

Walk Home: A written notification must be kept on file or sent the same day that your child is walking home. Please include the time of departure in the written notification. The administrator or after school program manager must approve the child's departure. Middle School students will **not be allowed** to walk home without written consent from the parent of guardian. This written consent must include the date and time the student will leave the campus.

Absent Students: Parents or guardians whose child or children are absent from the after-school program and are not listed on the day school's absentee list will be contacted as expediently as possible. Parents must notify the after-school program office if their child will be absent on any given day.

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Changes in Dismissal Procedures: If there are any changes in the dismissal procedures for your child, daily or continuous, please notify the after-school program office in person or in writing immediately. This will help to ensure the safety of your child. If, for whatever reason, you pick your child up early from the regular school day program, please contact the before and/or after school program office as expediently as possible. Parents must notify the after-school care office if their child will be absent on any given day. All these procedures are in place to help ensure the safety of all children attending the program.

Illness / Accidents: Should your child become ill or injured during the program, you will be notified immediately and if needed you must make arrangements to pick up your child at that time.

Special Needs: If there are special needs by way of accommodations pursuant to the Americans with Disabilities Act, please consult with your school site administrator. Parents or guardians that are in need of additional information or resources may call the Miami-Dade County Public Schools Division of Special Education and Student Support or Community Enrichment Education using the following phone numbers or by going to the following website found at <http://ese2.dadeschools.net>:

305-995-2037 • Main line for the Department of Exceptional Student Education

Website: ESE2.DADESCHOOLS.NET

Email address: ESE@DADESCHOOLS.NET

305-222-3960 • Renae Larkins, rlarkins@dadeschools.net

Community Enrichment Education

Medical Authorization: Should your child require administration of medication during the hours of before and/or after school program, an authorization form must be filled out and vetted as per Florida statute 1006.062. Please notify a site administrator and the before and/or after school care program manager should that occasion arise. For more detailed information, please reach out to the M-DCPS Comprehensive Student Health Services office at (305) 995-4111.

Code of Student Conduct: Your child will be under the supervision of qualified personnel familiar with the school site. The Miami-Dade County Public Schools Code of Student Conduct which is utilized during the day school program will also be utilized during the before and after school programs. Behavioral policies will be explained to your child.

Maintenance of Appropriate Student Behavior: The schools are established for the benefit of all students. The educational purposes of the schools are accomplished best in a climate of student behavior that is socially acceptable and conducive to the learning and teaching process. Student behavior that disrupts this process or that infringes upon the rights of other individuals will not be tolerated. The School Board of Miami-Dade County, Florida endorses a zero-tolerance policy toward school related violent crime. The Board reaffirms its support of the administrative staff and teachers in taking all necessary steps to enforce and implement all Board rules pertaining to the maintenance of appropriate student behavior. Important among these rules are those in the areas of conduct, corporal punishment, suspensions, expulsions, and climate for learning.

Interested parties may refer to the following Miami-Dade County Public School guides:

- Code of Student Conduct,
<https://codeofconduct.dadeschools.net/#/fullWidth/5866>
Procedures for Promoting and Maintaining a Safe Learning Environment
- Local Education Agency (LEA) Implementation Guide
<https://ehandbooks.dadeschools.net/policies/17.pdf>

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MIAMI-DADE COUNTY PUBLIC SCHOOLS

2025-2026 SCHOOL CALENDAR ELEMENTARY AND SECONDARY

JULY 2025				
M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

AUGUST 2025				
M	T	W	T	F
				1
4	5	6	7	8
(11)	(12)	(13)	14	15
18	19	20	21	22
25	26	27	28	29

SEPTEMBER 2025				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	(23) ^a	24	25	26
29	30			

OCTOBER 2025				
M	T	W	T	F
		1	(2) ^a	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

NOVEMBER 2025				
M	T	W	T	F
(3)	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

DECEMBER 2025				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

JANUARY 2026				
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	(16) ^a
19	20	21	22	23
26	27	28	29	30

FEBRUARY 2026				
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27

MARCH 2026				
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	(20) ^a
23	24	25	26	27
30	31			

APRIL 2026				
M	T	W	T	F
		1	2	(3) ^a
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

MAY 2026				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

JUNE 2026				
M	T	W	T	F
1	2	3	4	(5)
^o 8	^o 9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

	New Teachers Report
	Teacher Planning Day
	District-wide Professional Learning Day
	Teacher Planning Day available to opt
	Recess Day (10 and 11.5 month)

	Recess Day
	Beg/End of Grading Period
	Legal Holiday
	Legal Holiday (12 month)
	Available to opt

DAYS IN GRADING PERIOD	
1 - 44	
2 - 47	
3 - 46	
4 - 43	

180 Days Total

For information on employee opt days, please refer to the back of calendar.

MIAMI-DADE COUNTY PUBLIC SCHOOLS

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MIAMI-DADE COUNTY PUBLIC SCHOOLS 2025-2026 SCHOOL CALENDAR ELEMENTARY AND SECONDARY

August 11, 2025	Teacher planning day; not available to opt; no students in school
August 12	Teacher planning day; District-wide Professional Learning Day - not available to opt; no students in school
August 13	Teacher planning day; not available to opt; no students in school
August 14	First day of school; begin first semester
September 1	Labor Day; holiday for students and employees
September 23 *+ #	Teacher planning day; no students in school, available to opt
October 2 *+ #	Teacher planning day; no students in school, available to opt
October 17	End of first grading period; first semester
October 20	Beginning of second grading period; first semester
November 3	Teacher planning day; District-wide Professional Learning Day - not available to opt; no students in school
November 11	Veterans' Day; holiday for students and employees
November 24-26	Recess Days (10-month and 11.5-month employees only)
November 27	Thanksgiving; Board-approved holiday for students and employees
November 28	Recess Day for students and employees
December 22 – January 2, 2026	Winter recess for students and employees with the exception of Fraternal Order of Police and select 12-month employees
January 15	End of second grading period; first semester
January 16 *+ #	Teacher planning day; no students in school, available to opt
January 19	Dr. Martin Luther King, Jr.'s birthday; holiday for students and employees
January 20	Beginning of third grading period; second semester
February 16	All Presidents Day; holiday for students and employees
March 20 *+ #	Teacher planning day; no students in school, available to opt
March 23-27	Spring recess for students and employees with the exception of Fraternal Order of Police and select 12-month employees
April 2	End of third grading period; second semester
April 3 *+ #	Teacher planning day; no students in school, available to opt
April 6	Beginning of fourth grading period; second semester
May 25	Memorial Day; holiday for students and employees
June 4	Last day of school; end fourth grading period; second semester
June 5	Teacher planning day; not available to opt; no students in school

NOTE: Every Wednesday students in elementary schools (Grades 2-5) and K-8 Centers (Grades 2-8) are released one (1) hour early

Job Category	Beginning Date	Ending Date
Teachers new to the system	August 4, 2025	June 5, 2026
Assistant Principals and 10-month clerical	August 4, 2025	June 12, 2026
Cafeteria Managers	August 6, 2025	June 5, 2026
Satellite Assistants	August 8, 2025	June 4, 2026
All Instructional Staff, Paraprofessionals & Security	August 11, 2025	June 5, 2026
Assistant to Cafeteria Managers/MAT Specialists	August 12, 2025	June 4, 2026
Cafeteria Workers (part-time)	August 14, 2025	June 4, 2026

***Teachers/paraprofessionals and school support personnel** may opt to work one or two days, August 7, 8, 2025, or June 8, 9, 2026, in lieu of any one or two of the following days: September 23, 2025, October 2, 2025, January 16, 2026, March 20, 2026, and April 3, 2026. August 12, 2025, and November 3, 2025, are District-wide Professional Learning Days and are not available to opt.

+Teachers new to Miami-Dade County Public Schools may opt to work one or two days June 8, 9, 2025, in lieu of any one or two of the following days: September 23, 2025, October 2, 2025, January 16, 2026, March 20, 2026, and April 3, 2026. August 12, 2025, and November 3, 2025, are District-wide Professional Learning Days and are not available to opt.

#Ten-month secretarial and clerical employees may opt to work one or two days, July 31, August 1, 2025 or June 15, 16, 2026, in lieu of any one or two of the following days: September 23, 2025, October 2, 2025, January 16, 2026, March 20, 2026, and April 3, 2026. August 12, 2025, and November 3, 2025, are District-wide Professional Learning Days and are not available to opt.

MIAMI-DADE COUNTY PUBLIC SCHOOLS



Fee-Based Community Education and Before / After School Programs

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2025 - 2026 Annual Program Monthly online Payment Date Range and Monthly Service Periods

Annual Program Operates from Thursday, August 14, 2025, through Thursday, June 04, 2026

SCHOOL NAME: **Ethel Koger Beckham K-8 Center**

Monthly online “Purchase and Pay.” Date Ranges 	Monthly Service Periods 	Number of Live Service Days Within This Service Period	Per Student Fee for Each Service Period and Program			
			Before School Program \$6.00 Rate MTWTF	STORY HOUR PROGRAM \$6.00 RATE MTWTF	AFTER SCHOOL PROGRAM <u>Free or Reduced Lunch Rat</u> \$11.00 RATE MTWTF	AFTER SCHOOL PROGRAM <u>REGULAR</u> \$12.00 RATE MTWTF

Monday, Aug. 4 – Aug. 10	August	12	72.00	72.00	132.00	144.00
Monday, Aug. 18 – Aug. 24	September	20	120.00	120.00	220.00	240.00
Monday, Sep. 22 – Sept. 28	October	22	132.00	132.00	242.00	264.00
Monday, Oct. 20 – Oct. 26	November	13	78.00	78.00	143.00	156.00
Monday, Nov. 15 – Nov. 20	December	15	90.00	90.00	165.00	180.00
Monday, Dec. 13 – Dec. 18	January	18	108.00	108.00	198.00	216.00
Monday, Jan. 19 – Jan. 25	February	19	114.00	114.00	209.00	228.00
Monday, Feb. 16 – Feb. 22	March	16	96.00	96.00	176.00	192.00
Monday, Mar. 13 – Mar. 18	April	21	126.00	126.00	231.00	252.00
Monday, Apr. 20 – Apr. 26	May & June	24	144.00	144.00	264.00	288.00

**11 Service Periods
180 Service Days**

MONROE COUNTY PUBLIC SCHOOLS

"Purchase and Pay" option will ~~not~~ be available on FOCUS after the
The payment is due dates. If this occurs, please call (305) 222-4905.

2025 - 2026

Parent / Guardian Signature form for the Receipt and Acknowledgement of the Community Education and Before / After School Program Parent Handbook

Ethel Koger Beckham K-8 Center

I verify that I have received, read, and acknowledge the program guidelines and policies outlined in the 2025-2026 Community Education and Before/After School Program Parent Handbook.

I understand in order to support the viability of this before and after school program:

- All fees must be paid on time and in full based on the dates and fees posted on the program payment schedule. Failure to make payments will result in your child being withdrawn from the program.
- All payments must be made through the parent portal via FOCUS. It is recommended that each parent have their own portal. Please make sure you write down your username and password to your portal. The office does not have access to that information.
- All fees associated with Community Education and Before and After School Programming are payable via credit card. This will expedite your child's enrollment into the next service period.
- A late pick-up fee of \$10.00 (per child) for every 15 minutes will be added to your FOCUS account balance if you pick up your child late...as of 6:31 p.m.
- A late payment fee of \$10.00 (per child, per program) for payments not received prior to the start of the next payment service period.
- Any late pick-up or overdue fees will be added to your "FOCUS" account and must be paid prior to the start of the next payment service period.
- **ELC SUBSIDIZED CHILDCARE TO OFF-SET PROGRAM FEES:** Parents or guardians approved to receive subsidized childcare through The Early Learning Coalition of Miami-Dade/Monroe (ELC) must adhere to the guidelines stipulated by this agency. Parents or guardians are responsible for program fees that are in excess of the subsidized voucher amount and/or any program fees that have incurred due to the expiration of their child's ELC voucher. Any increase or reduction in the student ELC voucher rate during the present service period will become effective and enforced on the first day of the next payment service period.
- **FREE OR REDUCED LUNCH STATUS:** Students who qualify and are verified as having free or reduced lunch status in "FOCUS" will be eligible for a reduced after school program rate. Any increase or reduction in the student Free and Reduced lunch status rate during a student's present service period will become effective and enforced starting on the first day of the next payment service period.
- **SIBLING DISCOUNT:** The sibling discount rate will be applied to those families that have two (2) or more children simultaneously registered in an after-school program or a summer camp program, which **DO NOT** qualify for the free or reduced lunch discount. The sibling discount will be applied to the second child(ren). This will only take effect once all the siblings are linked to the Parent in the Parent Portal.
- All students must adhere to the M-DCPS Code of Student Conduct.
- The Student Accident Insurance that is issued through the district is mandated for all students who wish to enroll in the M-DCPS before and/or after school program and designated community education classes.

STUDENT NAME: _____ **STUDENT ID #:** _____
(PLEASE PRINT) Fee-Based Community Education and Before / After School Programs

PARENT / GUARDIAN NAME: XX **DATE:** XXXXXXXXXXXXXXXXXXXX
(PLEASE PRINT) LAST FIRST

PARENT / GUARDIAN SIGNATURE: _____ DATE: xxxxxxxxxxxxxxxxxxxxxxxx

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:

MIAMI-DADE COUNTY PUBLIC SCHOOLS

Office of Civil Rights Compliance (CRC)

Executive Director/Title IX Coordinator

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