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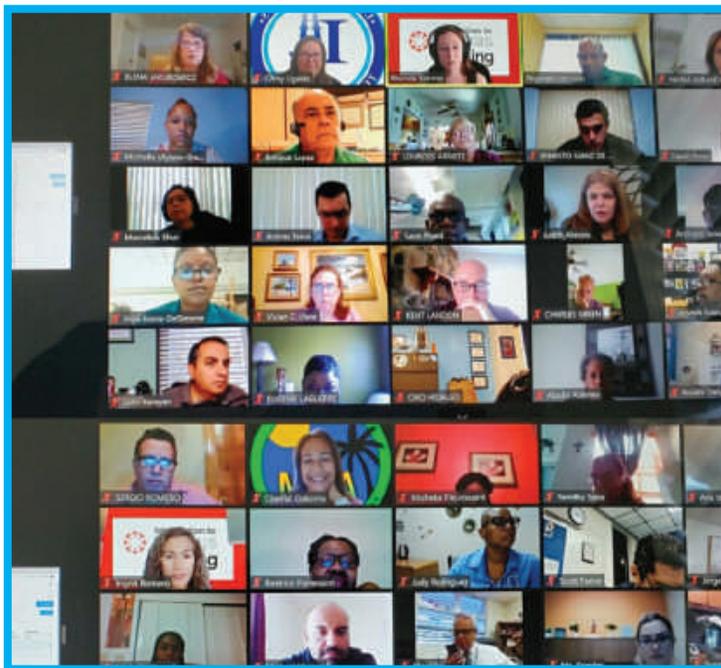
2020 EDITION 5



Adult/Technical Colleges and Educational Opportunity and Access OCT. 2020



Infusion of CANVAS Digital Platform – A New Learning Management System For M-DCPS



► Above: Instructors Sharing Information Via Social Media in Regards to Online Training Using the Software CANVAS LMS

During the COVID-19 pandemic, which has commanded new and innovative working environments for Miami-Dade County Public Schools (M-DCPS), our Adult Education and Technical Colleges administrators and instructional leaders have done a phenomenal job in the transition to utilization of CANVAS to deliver instruction.

The CANVAS is offered by Instructure, a company that was established in 2008. The CANVAS Learning Management System (LMS) Platform allows schools to build the digital learning environment that meets the unique challenges faced by their institution. It has grown in terms of leadership due to the outstanding customer service in comparison to other management systems.

Prior to this, educators have used many resources such as Moodle (established in 2002), D2L (established in 1999) and Blackboard (established in 1997).



► Above: Instructure Inc., was created in order to support the continued development of a new learning management system (LMS) originally named Instructure. Once incorporated, the founders changed the name of the software to Canvas

According to an article published by Inside Higher Ed "Canvas catches, and maybe passes, Blackboard as top learning management system for U.S. colleges." It also states, "Canvas has been chipping away at Blackboard's customer base for a while now," said Trace Urdan, managing director, Tyton Partners. But for Canvas to overtake Blackboard as the LMS of choice at U.S. institutions is a "notable milestone," he said. Instructure's success comes down to being in the "right place at the right time," said

► Above: Canvas Software Enables Easy Integration of the Content, Tools, and Services that Educators Need and Students Want

Urdan. The company developed a cloud-based LMS just as institutions started to feel comfortable moving from on-premises to cloud-based services, said Urdan. As a newer product, Canvas was able to come in with a "superior" user interface that "people just like better."

Ease of use is one reason and flexibility was the convincing factor for the staff of M-DCPS.

On Friday, August 14, 2020 we hosted our initial professional development session and we were accommodated by 150 participants in our first training session. Utilizing the Train-the-Trainer Model, which essentially is a framework for training potential instructors or subject matter experts to enable them to train other people in their organizations.

Our motivated M-DCPS school site instructional leaders have been working diligently with their staff in supporting the platform in order to create a progressive workplace. In addition, a SharePoint site was developed with helpful resources such as recording of the professional development, Course Templates for ABE/ESOL and CTE, and Teacher and Student Instructions in multiple languages.

As is often the case, the best practices come from the field. Administrators and teachers alike who have served a key role in the infusion of digital learning for our adult learners. Thank you all for your skilled training and delivery - Onward team!



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Miami Macarthur
Educational Center

The English Center

Marketing & Recruiting
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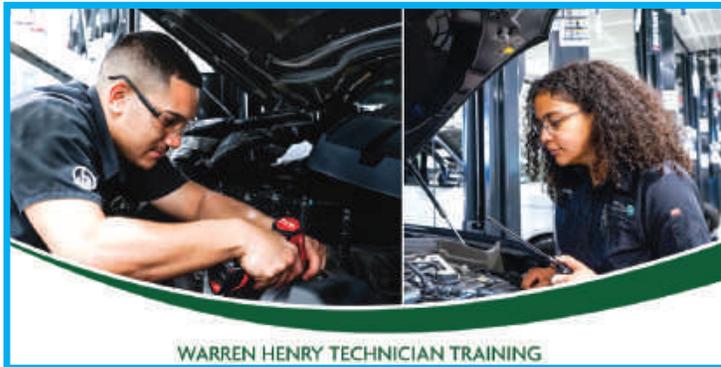
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Warren Henry Auto Group Launches Technician Program to Help Combat Unemployment Rates in South Florida



Excerpt From: <https://www.wsf1tv.com>.
Posted at 5:05 PM, Aug 31, 2020 and Last Updated 5:05 PM, Aug 31, 2020



WARREN HENRY TECHNICIAN TRAINING

Above: Our Students in their Lab. Miami-Dade County Public Schools and Warren Henry Auto Group has Formed a Partnership to Prepare Highly Qualified Jaguar Land Rover Service

An auto group company is partnering with Miami-Dade Public County Schools to launch a new education auto technician program to help combat unemployment rates in South Florida.

"I want to be able to provide for my family even in times of uncertainty, when things are going bad. I want to know that my job is going to be secure as well," said Josimar Contreras, current student at Warren Henry Technician Program.

Thousands of South Floridians feel

the same way as Josimar Contreras. The pandemic has caused people to lose their jobs and sense of direction.

Once Josimar saw he needed to make a career change, he signed up for the Warren Henry Technician Program.

"The pandemic really shut down a lot of jobs. Where I'm going isn't really that certain for me and going into a career like the LandRover technical school, it gives me a pathway to certainty," said Josimar.

According to Erik Day, CFO of Warren

Henry Auto Group, the automotive industry is experiencing a technician shortage. So they launched the program in hopes to fix that problem and give South Floridians with a high school diploma or GED new education certifications and employment opportunities.

"The program will be a two year curriculum and the students will emerge with a full blown ASE certification. In addition to that, we were also successful in partnering with one of our major partners, Jaguar LandRover North America, to also have the program certify these technicians to come out with a level two status. Which allows them to perform a certain number of work they're eligible to submit for warrant, repairs and things of that nature," said Erik Day, CFO of Warren Henry Auto Group.

The company's intention is to provide the students an opportunity at any of their dealerships in Florida.

"To date we have significant opportunities within the organization. However, in the event that something wasn't a fit for them, for example, if

WARREN HENRY
TECHNICIAN TRAINING

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they had a family decision that they needed to move to another location, there would be an opportunity for them to have these skills that would be usable in any market," said Erik.

Josimar started last week and says he's excited to learn from the professors who have over 20 years of experience in the industry.

"I believe that's going to help me become a better technician in the future and become a good employee for LandRover or Jaguar," said Josimar.

The students are starting with virtual learning but expect to go back to the classroom in October. The program is still accepting students for this term.

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Mental Health Takes Priority Today: The MAC Cares For Their Students!

▶ Above: Ms. M. Rodriguez, Social Worker, with Message for Class of 2020

▶ Below: Mr. A. Gutierrez, Asst. Principal, with Message to Faculty and Students During the COVID-19 Pandemic



▶ Above: Ms. L. Gil, School Psychologist, with Message to Class of 2020 During the COVID-19 Pandemic



▶ Above: Mr. D. Branton, Principal, Watering MAC's Meditation/Healing Garden During COVID-19 Pandemic



▶ Above: Mr. D. Branton, Principal, Mr. L. Diaz, Asst. Superintendent, School Operations, and Ms. Ardasha Dewberry, Class of 2020 During Diploma Distribution



▶ Above: MAC's Meditation/Healing Garden Decorated for Relaxation, Decorated to Perfection for Our Students Relaxation



▶ Above: PR Material Promoting the Awareness of Mental Health Outlining Resources Available

Miami MacArthur Educational Center "The MAC" is working hard to advocate for our students by promoting mental health awareness through its mental health initiative #TheMacCares.

Mr. Daryl Branton, principal, is leading the way by fostering a school culture that promotes mental health for its students and faculty. Last year, a meditation/healing garden was created for the students and faculty. Due to the fact that many students have a history of trauma and behavior problems, "The MAC" hopes that its initiative will provide its students with a place to regroup and reconnect by engaging nature. The progress of this initiative was interrupted by the surge of the COVID-19 pandemic. Currently, the MAC is preparing for

the return of its students after the COVID-19 pandemic by continuing this mental health initiative by implementing a greenhouse, compost station, and an outside classroom. Mr. D. Branton and the Student Services team plans to support our

MAC students by re-opening the Meditation/Healing garden for lessons on coping skills, mindfulness, personal growth, building interpersonal skills, and improving decision making skills. This mental health initiative is needed now more than ever as our students

need a place to reduce stress and anxiety as students and faculty deal with the uncertainty of the current times.





Isaac Theodore - From Combat Veteran to an Automotive Service Technician: Gearing Up to Reach the Stars!



▶ Above: Mr. Isaac Theodore, Pictured with a Child. Setting a Fine Example of What it Means to Succeed as a Responsible and a Disciplined Citizen

Mr. Isaac Theodore enrolled in at Lindsey Hopkins Technical College (LHTC) located in the heart of Miami-Dade in 2018.

Mr. Isaac Theodore, a proud Army veteran of the United States of America, served honorably for eight years as a Combat Engineer, then decided to get back into the rhythm of civilian life and enter the job market via our Automotive Service Program.

Isaac always had a love for cars, worked on automobile engines and had a good understanding of the manual labor required to fix and maintain a vehicle but was unaware

of the complete theory of Automotive Technology that would enable him to get proper certification. He had a definite goal and chose Lindsey Hopkins Technical College as the school from which he would receive an official certificate.

Issac was encouraged by his knowledgeable Instructor Mr. Tamyal Goodman, and was able to secure a footing in the industry and learn a lot from him.

Issac had initially started the program with the guidance of Mr. Armando Prieto, who was also an excellent instructor, and taught the program since 1983. Mr. Prieto

introduced digital technology to the program and established technicians who did not work for major dealerships, needed training but did not have the time for school.

Throughout the '80's, Mr. Prieto offered "On Board Diagnostics" (OBD) seminars through South Florida and became even more well-known and respected by those in the industry, as he was truly a pioneer in the instruction of this new technology.

"Lindsey Hopkins Technical College has been very good to me, they took great care of me as a veteran and assisted me in a timely manner". This program provided Mr. Theodore

▶ Above: Mr. Isaac Theodore, a Proud Army veteran of the United States, Now an Certified Automotive Expert. Our M-DCPS Technical College are Completers are Recognized as Having Met the Highest Standards in Their Field



▶ Above From Left to Right: An Example of One of Our Automotive Training Labs provided by Miami-Dade County Public Schools. Our Classes are Designed to be Challenging and Fun for Our Instructors and Students.



skills needed to prepare for further education and careers in the Transportation, Distribution, and Logistics field which allow him to further continue his education and eventually own his own car dealership again.

Today, Mr. Isaac Theodore with pride, wears his red, white, and blue cord he earned as a veteran graduate from Lindsey (LHTC). He is a person who has never given up and looks to live the "American Dream" which is achieved through sacrifice, risk-taking, and hard work, rather than by chance. We salute you Mr. Theodore and thank you, for your service!

<https://www.lindseyhopkins.edu/>





“Unlocking the Future with Transitioning Leaders: DEOA’s Familiar Faces in Familiar Places”

The Division of Educational Opportunity & Access (DEOA) has stayed true to its modus operandi by offering its administrators access to varying growth opportunities. First, there is our long term DEOA Instructional Supervisor and curriculum guru Mrs. Geneva Green who transitioned into an Assistant Principal role at Jan Mann Educational Center. Mrs. Green has been able to provide invaluable support to all DEOA programs over the past several years in varying academic capacities. In her role as Instructional Supervisor, Mrs. Green helped oversee multiple programmatic changes to DEOA curriculum design that resulted in many of the DEOA programs receiving their highest state rankings in program history. Mrs. Green’s new post at Jan Mann Educational Center became available after long time administrator Mr. Ramon C. Patrice retired; which, by the way, Mr. Patrice has already been seen relaxing on the beach via zoom.

We are all extremely excited for Mrs. Green and Mr. Patrice on their new endeavors.

The Instructional Supervisor role that was left vacated by this recent transition has now been filled by another exceptional professional, Mrs. Latonya C. Shackelford, a former Assistant Principal for DEOA’s EAOP program. In her new role, Mrs. Shackelford brings a unique perspective and administrative



► Above: From Left to Right, Mrs. Geneva Green, Recently Promoted to Assistant Principal Role at Jan Mann Educational Center. Ms. Latonya Shackelford, Recently Promoted to Instructional Supervisor with the Division of Educational Opportunity & Access. Mr. Eddy Lafaille Returns to the DEOA after Serving as an Assistant Principal Under the Branch of our Regions Adult at Vocational division at Miami Lakes Educational Center and Technical College



► Above: From Left to Right, Mr. Alberto Iber, and Dr. Theron Clark, Co-principals of the Educational Alternative Outreach Program (EAOP), Mr. Ramon C. Patrice Gracefully Retired from the Jan Mann Educational Center

insight as she has worked with many of the programs under the DEOA over the past few years. Mrs. Shackelford has done a phenomenal job on the administrative team led by Dr. Theron A. Clark and Mr. Alberto Iber, the Co-principals over Educational Alternative Outreach Program (EAOP).

Mrs. Shackelford has been leading the support efforts for the Juvenile

Justice Center over the past few years, and while her presence will surely be missed her role as Assistant Principal there will be filled by another DEOA alum Mr. Eddy Lafaille.

Mr. Lafaille comes back to the DEOA as an Assistant Principal after serving in the same position under the branch of our region’s Adult/Vocational division at Miami Lakes Educational Center and Technical



► Above: From Left to Right, Mr. Tommy A. Richardson, Executive Director of Dropout Prevention, Ms. Gladys M. Jones, Director for DEOA, Ms. Geneva D. Green, Senior Assistant Principal, Jan Mann Educational Center, and Mr. Arnold R. Montgomery, Administrative Director DEOA

College. Mr. Lafaille is no stranger to the work here at the DEOA as he has served as a teacher and instructional leader in the past. The DEOA is excited to welcome all of these familiar faces to their familiar places.

The DEOA prides itself with offering students continued support and educational pathways to success. This task of support is championed by all DEOA leaders who understand that this group of students is often the most fragile bunch in the entire M-DCPS system. As we transition into the new normal 2020-2021 school year DEOA is looking forward to "Unlocking the Future," with all of these familiar but new leaders! Welcome, well, maybe welcome back!

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Out of the Darkness and Into the Light: Rebuilding a Bright Future with SAVES in Digital Design



▶ Above: José Bastidas is Part of the Big Picture. He Is Pursuing an Education in Digital Design and Looks Forward to a Prosperous Future

José Bastidas graduated from the School of Humanities and Education program at Alejandro de Humboldt University in Caracas, Venezuela. The university was established in 1997, Universidad Alejandro de Humboldt (Alejandro de Humboldt University) which was a private higher-education institution located in the urban setting of the metropolis of Caracas. It was named in honor of Alexander von Humboldt German naturalist and explorer.

Coupled with a superb education and a beautiful marriage, José developed a thriving profession in the field of telecommunications for 23 years before emigrating to the USA. He was

on top of the world for some time. His wife's journalism career came to an inflection point, when covering her country's ongoing crisis by reporting the facts. She became a target and received threats at her workplace. As a result, they were forced to flee from their homeland, Venezuela, that was once one of the wealthiest countries in South America from 1958 through the 1980s, was now plagued with a host of social issues due to the decline in the economy. Jose fully understood starting from scratch would not be an easy task, but he had to re-enter society fully equipped with a new skill-set and be fully competent in the English language. He was relieved

when he was welcomed with open arms by the English Center.

The English Center established in 1962, as a special center for English instruction, to address the needs of the large numbers of refugees arriving at the shores of South Florida became José's second home and a safe haven. He enjoyed his ability to study at such a large educational facility and with the mentorship of his teacher, Ms. Caridad, who referred him to the SAVES program to help him pay for his education in Digital Design. This program is an educational program designed to meet the instructional and employment needs of eligible ADULT (16+) refugees/asylees from all over the world. The SAVES Refugee Program is administered through our M-DCPS Adult Education Centers.

This program allowed José, since the beginning of his pursuit, to accomplish his goals by paying for his tuition, books, and supplies. He is eternally grateful to the SAVES program for enabling him to study the exciting profession of Digital Design. In José's design class, he learned the necessary skills to be a great Digital Designer and use his prior skills in telecommunications as well as his new found creative and computer



▶ Above: The English Center located in Coral Gables, is convenient to all of Miami-Dade County's Adult Learners

skills to design visuals associated with electronic technology. He is now free to create everything from websites to special effects for movies. This skillset will soon allow him to work in a variety of industries, including entertainment, education, and advertising. Grateful for the consistent encouragement from his teacher Mr. Ordonez, José has excelled.

The pandemic has not slowed José down a bit. His learning environment has continued via virtual education and continues to have the full support of the SAVES program and his amazing Design Instructor online. José thanks his teacher and especially the SAVES program for being the much needed relief, consistency and guide for immigrants in the U.S. He is proud to be a student at the English Center and in the SAVES program. His promise to himself has been kept, that his lucrative career will continue!



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A Teacher Going Beyond Fundamental Skills: to Practical Life Skills to Refine His Students' Success!



▶ Above: Mr. David Allen has Made MBA a Special Place For His Students Through His Commitment to Educate via Service

Mr. David Allen is proof that education goes beyond the walls of the classroom. Life is meaningless without an individual effort to help reconfigure the world into a better place, he said.

Living in the same community as his students at the Miami Beach Adult and Community Education Center (MBA) has allowed him to be a part of their lives in more ways than one.

"It is an unscripted and very personalized street-level commitment to service-oriented activities that I am so dedicated to as an extension of the ESL classroom," he said.

Allen helps his students with things like finding a first job, resolving a traffic ticket, locating affordable housing for a single mother of two and even teaching his students how to file a police report. He said the community involvement serves as a bridge between the school and the neighborhood.

In the classroom, Allen is an English for Speakers of Other Languages (ESOL) teacher. He helps students become fluent in English, as it is not their primary language. His journey with the English language began long before he entered the classroom.

Allen began his career as a journalist in Washington D.C. and left his job to become a student of the world. From harvesting grapes in the south of France to panning diamonds on the Venezuelan-Amazonian frontier, Allen spent twelve (12) years of his life exploring the world.



▶ Above: Pictured Here are Students and Colleagues Celebrating with Mr. David Allen, Our ESOL Instructor

"Everywhere I journeyed, even to the most remote corners of the world, I discovered somebody who spoke English and many more who wanted to learn," he said. "I became the accidental English teacher."

He began teaching English in Madrid in 1992, where he developed and supervised ESOL courses in schools, businesses and public institutes. Allen has been gracing the halls at MBA since 2006, during which he received a master's degree and a specialist degree in educational leadership with a concentration in applied social neuroscience from Nova Southeastern University.

"I feel honored to have the opportunity to [be] a member of the Miami Beach Adult faculty with its reputation for excellence in education," Allen said.

Allen's teaching method is that each lesson is a series of five essential components; the modeling of meta-cognition, the application of cognitive strategies that teach higher-order thinking skills, the promotion of states of health and optimism, the teaching of language through a dialogic-

based methodology that encourages his students self-management of transferable learning, and the nurturing of a caring and respectful teacher-student relationship, he said.

On the first day of class, Allen walks into his classroom with a laptop resting on his head, prompting his students to think about their brains as computers. He said it helps them manifest the idea that they have an unlimited potential for learning.

His intricate thought process is what helps him stitch together each lesson from the first to last day of classes, always revolving around the idea of the thrill of discovery, he said.

With the foundation that information is power, Allen believes that every individual has the innate right to this empowerment.

"This is why I chose to become a teacher," he said. "I strive to endow learners with the knowledge and skills necessary for self-directed learning that maximizes the greatest potential for personal growth and development."



▶ Above: Mr. David Allen Had Left Many Financially Secure Positions to Become a Student of the World



▶ Above: Mr. David Allen Mentoring a Student, One on One

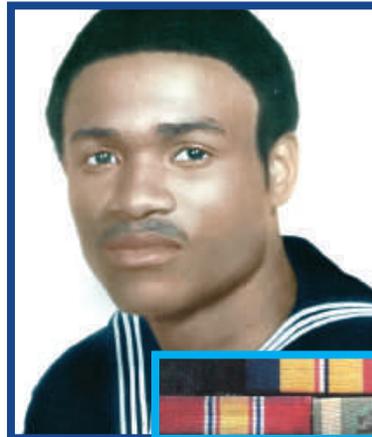


▶ Above: Mr. David Allen, ESOL Instructor, Photographed with an Associate





Retired Veteran Giving Back to Students: "Life Has No Meaning Without a Goal!"



SALUTE TO VETERANS

▶ Above: A Proud Veteran of the U.S. Navy, Mr. Johnny L. Evans Gives Back to the Younger Generation through Mentorship



▶ Above: From Left To Right Young Johnny L. Evans, as a Football Walk-on Honary Captain from 1977 to 1978, A United States Navy Engineman (Third Class) from 1969-1973, and Pictured to the Extreme Right, His Military Ship He Proudly Served On. He Moved up in Ranks Rapidly from 3 to 6 in Refrigeration and A/C. Mr. Evans has Graduated to Many Established Positions at Whirlpool Corporation.

From Booker T. Washington High School in 1963 to Whirlpool Corporation (Home Appliance Service), and winning accolades from the company. Johnny L. Evans was born into humble surroundings in Clay County, Mississippi. He was raised in Miami where he attended Dunbar elementary school, Booker T. Washington High School, and learned to swim at the Dixie Park pool. He grew up in Overtown and the Edison Little River area of Miami, attended Miami Jackson Senior High School and earned his trade certificate in Major Appliance repair there.

On October 15, 1969, fresh out of high school, the rambunctious young Johnny joined the United States Navy where he eventually earned the rank of Engineman Third Class Petty Officer. He made good use of his certificate in Major Appliance repair from Miami-Dade County Public Schools (M-DCPS) and repaired all shipboard auxiliary equipment which included, diesel engines, emergency generators, and laundry equipment.

He was honorably discharged on October 12, 1973. He considered his options in the context of his longtime motto: "Life has no meaning without a goal!" He had developed an addictive drinking

problem, yet he persevered and availed himself of the GI Bill to improve his education.

One day, a delivery driver got injured. This was an opportunity for Mr. Evans to master his truck driving skills until the driver returned. Months went by without a new delivery driver in sight enabling him to become quite proficient in performing his driving, delivery, and appliance setup skills. Thus, Mr. Evans created a new skill set for himself. These included physical fitness, critical thinking and coordination. He soon learned that these skills would propel him to other endeavors.

The owner in no hurry to hire a new driver, had to be reminded that Johnny was hired as an appliance repairman.

Job dissatisfaction propelled Johnny on April Fool's day in 1974 to further define his goal, and work towards owning a Major Appliance Repair shop. He asked himself, "what have you done to reach your goal? Nothing!" He then asked the owner "did he hire a delivery driver, he stated no," then He stated to his boss, "I quit!"

"What is essential is invisible to the eye." Johnny had some major decisions to make in this survival course. How would he do? He stopped drinking (cold turkey),

used his GI Bill to attend the University of Miami (UM) to acquire an education in business, as a means to jump-start his own business. He already had a Major Appliance Repair trade certificate from M-DCPS.

He had majored in the area of Business Management & Organization. While in attendance at (UM) everyone noted how tall and big he was, so he decided to join the University of Miami football team as a walk-on. True to his impetuous nature, even though he never played high school football, he would succeed!

More involved in Major Appliance Repair classes his tactic was that if he would make pro football, he would acquire an appliance shop faster. If not, he would make a name for himself at the University of Miami playing football and the PR experience would make him well known to his potential customers in Miami. Long story short, He earned a football scholarship and was one of the three renowned team captains at the University of Miami.

The local newspaper wrote a striking article about him stating, "24-Year-Old Navy Veteran, Walk-on, making the team at University of Miami." Johnny made the leap from US Navy Petty

Officer third class Engineman to a Walk-on for the University of Miami team. Subsequently, the commissioner of the Homestead Air Force base Pop Warner Football League called him at home and requested him to be a motivational guest speaker at their award banquet. Proudly accepted, he prepared for his next challenge.

Johnny requested that three (UM) players accompany him. A letter of appreciation was swiftly delivered to The University of Miami (AD) and Mr. Johnny L. Evans.

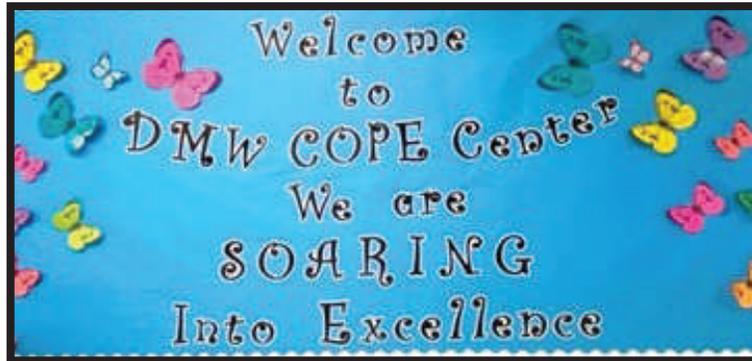
Another aspiration in the making. Today Mr. Evans volunteers, volunteers, and volunteers... He is a guest speaker with another teammate at local schools and supply mentor-ship for students regarding the power of an education in the trades. He is a church sponsor for career day and appears as a guest speaker and judge for the Robert Morgan Technical College-Major Appliance Skills test. In the past, he has also assisted Mr. Frank Diaz, HVAC central Air-conditioning and Heating class. He hopes of giving back what Adult & Technical Education has provided him. Stable ground to run on. He reminds us all to "Work together to get young people involved in a vocational education program."



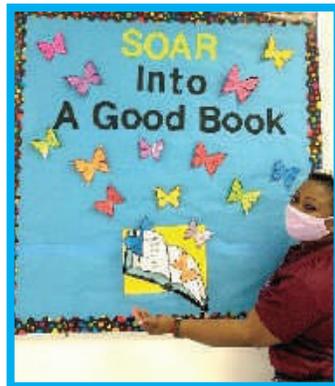
Welcome Back Virtually!: A Day in the Life of a Soaring Teen Mom

Over the past several months M-DCPS and the nation as a whole have talked about the fact that we are venturing into unprecedented waters. Dorothy M. Wallace (DMW) C.O.P.E. Center did not skip a beat as we teach, learn, and grow through COVID-19. Our students are juggling home life in a different way from most teens. How? They are teen moms who are staying in school while maintaining their mommy duties, attendance, and academics. Many of our teen moms have stated, "I can't wait to get back to school!" They really miss their school environment, friends, and teachers. These students have juggled a baby on their lap or a toddler who wants to play or "photo bomb" as a rising star for the camera during a class Zoom session. We also have students who need to speak softly during class participation in order to let their little sleeping beauty or sleeping warrior nap a little longer.

DMW C.O.P.E. Center and its sister school, C.O.P.E. Center North, recently issued a Weekly Briefing #28797 promoting TAP services and facts about the COPE Centers, which have been in existence over 35 years now. Here's the Fact Sheet submitted to share with the community at large.



▶ Above: Our Motivated Team Prepared a Welcome Board to Greet Our Students. "We Are Soaring Into Excellence." We Allow Each and Every And Every Student to Decide What Their Own Success Looks Like. We Are Here to Assist Them to Acquire Their Vision of Success



▶ Above: We Encourage Reading Continuously, Which Educates Our Students, and Helps Open Their Minds, and Allows Them the Opportunity to Consider What Has Been Read, and Apply it to Their Lives

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DISTRICT DIRECTOR

Ms. Renny L. Neyra



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