



Secure Our Future Advisory Committee

2020-2021 Annual Report

April 2022

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

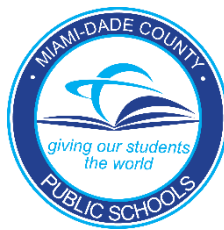
Dr. Marta Pérez

Ms. Mari Tere Rojas

Ms. Luisa Santos

Miss Cori'Anna White

Student Advisor



Dr. Jose L. Dotres

Superintendent of Schools

Table of Contents

INTRODUCTION

Secure Our Future Advisory Committee Duties & Responsibilities	4
Secure Our Future Advisory Committee Membership	6

2020-2021 REFERENDUM REVENUE

Revenue Summary	8
Detailed Expenditures	8

2020-2021 REFERENDUM UTILIZATION

Instructional Personnel (Teachers)	9
Other Instructional Personnel	9
Safety and Security Personnel	10



Secure Our Future Advisory Committee Duties & Responsibilities

Purpose

The purpose of the Secure Our Future Advisory Committee (Committee) is to review, monitor, and make recommendations to the Superintendent and School Board, and inform the public regarding the use of proceeds generated from the assessment of a 0.75 mill levy of ad valorem taxes (Referendum) approved by voters on November 6, 2018, for the purpose of improving compensation for high quality teachers and instructional personnel employed by the Board, and increasing school safety and security personnel for Board-operated schools. The Committee is formed to provide transparency and instill confidence in Miami-Dade County taxpayers that these funds will be used for the purpose stated in the Referendum.

Responsibilities

Pursuant to School Board Policy [9143](#), *Secure Our Future Advisory Committee*, the Committee should:

1. Review and monitor the distribution of the proceeds from the Referendum, including monitoring state funding allocations so that Referendum proceeds are not used in a manner that would indicate supplanting of funds; as well as monitor funding trends which may impact the District beyond the initial referendum period;
2. Advise the Superintendent and the Board on the use of the proceeds from the Referendum, excluding all matters related to collective bargaining; and
3. Assist in informing the community of the use and distribution of the proceeds from the Referendum and participate in District community outreach efforts.



Additionally, the Committee's reviews and recommendations shall be reported on an annual basis to the Superintendent, the Board, and the community. The annual report shall assess the fidelity of distribution of proceeds in accordance with the ballot provisions to ensure that taxpayer funds generated by the Referendum are being used exclusively for operating expenses to improve compensation for high-quality teachers, instructional personnel, and to increase school safety and security personnel.

Membership

The Committee shall be comprised of the following nineteen (19) voting and five (5) non-voting members. Appointing persons and entities may also appoint an alternate for voting members. No voting members may be Board employees.

Member Qualifications

1. Each voting member shall have an outstanding reputation for civic involvement, integrity, responsibility, and business or professional ability.
2. Members are also subject to the residency and conflict of interest provisions of Policy [9140](#), *Citizens' Advisory Committees*. In addition, Board member appointments are subject to the multiple appointment restriction in Policy [9140](#).
3. Members should generally reflect the geographic, ethnic, racial and gender diversity of Miami-Dade County.

Conflict of Interest & Code of Ethics

Members are subject to the conflict-of-interest provisions of Policy [9140](#), *Citizens' Advisory Committees*, which require all advisory committee members to comply with the Code of Ethics of Public Officers and Employees in F.S. Chapter 112, as it applies to employees, and certify in writing that they will comply with applicable ethical guidelines. In addition, the following requirements apply:

1. No person shall be appointed if, at the time of appointment, the person has filed a lawsuit against the Board that is pending and/or a challenge to a Board policy.
2. Appointees shall not serve on a committee that regulates or monitors their livelihood.
3. If an appointee qualifies as a candidate for elective political office during the appointed term, the qualification shall be deemed a resignation from the committee.
4. No person shall be appointed in violation of State or Federal law, or Board policies.

Secure Our Future Advisory Committee 2020-2021 Membership

Voting Members

Mr. Roberto Martinez, Committee Chair

Appointed by Mr. Alberto M. Carvalho, Superintendent of Schools

Ms. Eileen Segal, Committee Vice Chair

Appointed by the Family/Community Involvement Advisory Council (FCIAC)

Ms. Loreal A. Arscott

Appointed by Dr. Bendross-Mindingall, School Board Member, District 2

Ms. Sandra West

Appointed by the Miami-Dade Council of PTAs/PTSAs

Mr. Joseph Cray

Appointed by Dr. Steve Gallon III, School Board Vice Chair, District 1¹

Mr. Juan D'Arce

Appointed by the Spanish American League Against Discrimination (SALAD)

Mr. Juan del Busto

Appointed by the Superintendent's Business Advisory Council

Mr. Antonio de la Luz

Appointed by Dr. Marta Pérez, School Board Member, District 8

Dr. Delia Garcia

Appointed by Ms. Mari Tere Rojas, School Board Member, District 6

Mr. Adolfo Henriques

Appointed by Mr. Alberto M. Carvalho, Superintendent of Schools

Mr. Ramiro J. Inguanzo

Appointed by Ms. Perla Tabares Hantman, School Board Chair, District 4

Mr. Gus Jimenez

Retired Teacher Appointed by School Board Chair

Voting Members (cont'd.)

Mr. Michael J. Joseph

Appointed by Ms. Lucia Baez-Geller, School Board Member, District 3²

Ms. Rosa Maria Olsen-Barbara

Appointed by Dr. Lubby Navarro, School Board Member, District 7

Ms. Daniella Pierre

Appointed by the National Association for the Advancement of Colored People (NAACP)

Mr. Ryan Pontier

Appointed by Ms. Luisa Santos, School Board Member, District 9³

Mr. Nelson Santos

Retired Law Enforcement Officer Appointed by School Board Chair

Mr. Erick Wendelken

Appointed by the Audit and Budget Advisory Committee (ABAC)

Vacant

Representative of Ms. Christi Fraga, School Board Member, District 5⁴

Ex-Officio Non-Voting Members

Mr. Alfredo Granado

Retirement Benefits Council⁵

Ms. Karla Hernandez-Mats

United Teachers of Dade

Mr. Felix Jimenez

Office of the Inspector General

Mr. Alejandro Palacio

Fraternal Order of Police

Mr. Michael Turino

Student Government Association

Ex-Officio Committee Staff

Dr. Dawn M. Baglos

Chief Human Capital Officer⁶

Ms. Maria T. Gonzalez

Chief Auditor

Mr. Edwin Lopez

Chief of Police and District Security

Mr. Ron Y. Steiger

Chief Financial Officer

Mr. Jaime G. Torrens

Chief of Staff

¹ The District 1 representative who served at the beginning of the 2020-2021 fiscal year was Mr. Christopher Benjamin, appointed by School Board Vice Chair Dr. Steve Gallon III.

² The District 3 representative who served at the beginning of the 2020-2021 fiscal year was Mr. Ilan Sredni, appointed by School Board Member Dr. Martin Karp.

³ The District 9 representative who served at the beginning of the 2020-2021 fiscal year was Ms. Lisa Robertson, appointed by School Board Member Dr. Lawrence Feldman.

⁴ The District 5 representative who served at the beginning of the 2020-2021 fiscal year was Ms. Jennifer Moon, appointed by School Board Member Ms. Susie V. Castillo.

⁵ Prior to Mr. Granado's appointment, Ms. Carol Cortes served as the representative from the Retirement Benefits Council through April 2021.

⁶ Prior to Dr. Baglos' appointment as Chief Human Capital Officer in March 2021, Dr. Jose L. Dotres served in the position.

2020-2021 Referendum Revenue

Revenue Summary

Revenue for 2020-2021 was originally anticipated to be \$251,749,161. The actual revenue allocation received was \$251,749,161. Of that, 88% (\$219,835,441) was reserved for instructional personnel and 12% (\$29,980,253) for safety and security personnel.

Detailed Expenditures

	(A)	(B)	(C)	(D)=(A)+(B) +(C)		(E)	(F)=(D)+(E)	(G)	(H)=(F)+(G)
	FY 19/20 Actual Revenue	FY 19/20 Final Expenditures	FY 19/20 Addt'l from General Fund for Safety & Security (1)	FY 19/20 Net Amounts Available & Encumbered Carried Forward to FY 20/21	FY 20/21 %	FY 20/21 Actual Revenue	Net FY 20/21 Budget Including FY 19/20 Carry Forwards	FY 20/21 Final Expenditures	FY 20/21 Net Amounts Available & Encumbered Carried Forward to FY 21/22
Instructional Personnel	\$211,955,408	(\$201,259,214)	\$ -	\$10,696,194	88%	\$219,855,188	\$230,551,382	(\$208,301,326)	\$22,250,056 (2)
Safety & Security Personnel	\$28,903,010	(\$38,175,198)	\$16,213,909	\$6,941,721	12%	\$29,980,253	\$36,921,974	(\$38,328,690)	(\$1,406,716)
Total	\$240,858,418	(\$239,434,411)	\$16,213,909	\$17,637,915		\$249,835,441	\$267,473,356	(\$246,630,016)	\$ 20,843,340

Notes:

(1) FY 19/20 additional amount provided from General Fund for Safety & Security is related to start-up costs to equip new officers, the cost of new police vehicles, as well as the cost of officers provided by 3rd parties.

(2) The net available balance will be carried forward to FY 21/22.



2020-2021 Referendum Utilization

Instructional Personnel (Teachers)

Through the use of Referendum Retirement Accruing Supplements (RRAS), the referendum enhanced recruitment and retention possibilities for instructional personnel. The referendum supplements are compensation above an employee's base salary and are eligible for Florida Retirement System credit towards an employee's pension. The addition of referendum supplements improved the average teacher salary in Miami-Dade County Public Schools (M-DCPS) above the national average. Referendum supplements were distributed as follows:

Base Salary Range (10-Month Teachers)	2020-2021 RRAS
Beginning to Rising Career (\$47,525 - \$49,999)	0.50% - 17.50%
Mid- to Late-Career (\$50,000 - \$69,999)	21.00% - 23.97%
Late-Career (\$70,000 - Maximum)	17.03% - 18.92%

Other Instructional Personnel

Other full-time instructional personnel (paraprofessionals/associate educators) received referendum supplements of 14.5%. Part-time instructional personnel (temporary instructors and hourly teachers) received salary improvements of 8%.

Safety and Security Personnel

Through the use of Referendum Retirement Accruing Supplements (RRAS), the referendum enhanced recruitment and retention possibilities for safety and security personnel. The referendum supplements are compensation above an employee's base salary and are eligible for Florida Retirement System credit towards an employee's pension. M-DCPS police officers received referendum supplements averaging 16% for recruitment, retention, and required training. All security monitors and security specialists received a 2% supplement.

Additionally, M-DCPS increased school resource officers from 176 prior to the Marjory Stoneman Douglas tragedy to 464 as of June 22, 2021. The initial cost of each additional school resource officer is approximately \$120,000 (salary, equipment, and training expenses). Significant expenses for each new hire include:

- Academy tuition (if applicable)
- Police vehicle
- Police uniform
- Duty/training ammunition and long rifle
- Tourniquet/Stop-the-Bleed Kit
- Two-way police radio

Finally, in order to comply with Section 1006.12, Florida Statutes, which requires a safe-school officer at each public school, the Miami-Dade Schools Police Department was supplemented through partnership agreements with local municipalities at an average cost share of \$70,337 per school.



The School Board of Miami-Dade County, Florida adheres to a policy of nondiscrimination in employment and educational programs and 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. M-DCPS does not discriminate on the basis of sex in any education program or activity that it operates as required by Title IX. M-DCPS also does not discriminate on the basis of sex in admissions or employment.

Age Discrimination Act of 1975 - prohibits discrimination based on age in programs or activities.

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 years old.

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 race, color, ethnic or national origin, religion, marital status, disability, genetic information, age, political beliefs, sexual orientation, sex/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.

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