

Secure Our Future Advisory Committee

2022-2023 Annual Report
September 2023

THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA

Ms. Mari Tere Rojas, Chair

Mr. Danny Espino , Vice Chair

Mr. Roberto J. Alonso

Ms. Lucia Baez-Geller

Dr. Dorothy Bendross-Mindingall

Ms. Mary Blanco

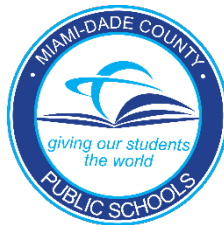
Ms. Monica Colucci

Dr. Steve Gallon III

Ms. Luisa Santos

Ms. Zahra Ronizi

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

2022-2023 REFERENDUM REVENUE

Revenue Summary	8
Detailed Expenditures	8

2022-2023 REFERENDUM UTILIZATION

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



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 shall also review, monitor, and make recommendations to the Superintendent and School Board, and inform the public regarding the use of the proceeds generated from the assessment of a 1 mill levy of ad valorem taxes (Referendum) approved by voters on November 8, 2022, for the purpose of continuing to improve compensation for teachers and instructional personnel, and improve student safety and security for the public, including charter 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 the 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 and instructional personnel and to increase school safety and security personnel.

Membership

The Committee shall be comprised of the following twenty-one (21) 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 2022-2023 Membership

Voting Members

Mr. Roberto Martinez, Committee Chair

Appointed by Dr. Jose L. Dotres, 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. Norma Schwartz

Appointed by the Miami-Dade Council of PTAs/PTSAs

Mr. Joseph Cray

Appointed by Dr. Steve Gallon III, School Board Member, District 1

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. Raul Herrera

Appointed by Ms. Monica Colucci, School Board Member, District 8

Dr. Marisel Elias

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

Mr. Adolfo Henriques

Appointed by Dr. Jose L. Dotres, Superintendent of Schools

Mr. Ramiro J. Inguanzo

Appointed by Mr. Roberto J. Alonso, School Board Member, District 4

Mr. Alfredo Granada

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 3

Mr. Carlos Perez-Abreu

Appointed by Ms. Mary Blanco, 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 9

Mr. Armando Aguilar

Retired Law Enforcement Officer Appointed by School Board Chair

Mr. Christopher Norwood

Appointed by the Audit and Budget Advisory Committee (ABAC)

Ex-Officio Non-Voting Members

Mr. George L. Ellis

Retirement Benefits Council

Ms. Karla Hernandez-Mats

United Teachers of Dade

Mr. Felix Jimenez

Office of the Inspector General

Mr. Alejandro Palacio

Fraternal Order of Police

Ms. Anne Sophie Frederick

Student Government Association

Ex-Officio Committee Staff

Dr. Dawn M. Baglos

Chief Human Capital Officer

Mr. Jon Goodman

Chief Auditor

Mr. Ivan Silva

Interim Chief of Police

Mr. Ron Y. Steiger

Chief Financial Officer

Mr. Jose Bueno

Chief of Staff

2022-2023 Referendum Revenue

Revenue Summary

Fiscal year 2022-2023 was the first year the District had to share the referendum funds with charter schools. The allocation of the referendum funds between MDCPS schools versus charter schools was made based on their unweighted FTE. The projected revenue initially budgeted is based on the tax value certified by the Property Appraiser which is provided as of July 1 on a yearly basis. This updated tax value is the one that is used for budget adoption. The adopted referendum tax revenue for fiscal year 2022-2023 was \$303,359,297. However, actual revenue as of June 30, 2023 ended up being \$302,785,197. This amount was prorated between MDCPS and charter schools based on the unweighted FTE projected as of the February survey. As a result, MDCPS was allocated 74.86% (\$226,664,998). This amount was then further broken down using 88% for instructional personnel (\$199,465,198) and 12% (\$27,199,800) for safety and security personnel. Charter schools were allocated the balance of 25.14% (\$76,120,199). The decision to allocate the MDCPS portion of the referendum funds using the 88% and 12% split for instructional versus security only applies to our portion of the funds. Charter schools do not need to abide by this split. However, we are breaking their portion down using the same assumption for comparative purposes. Any amounts over(under) allocated to charter schools as a result of a tax collection shortfall or overage will be adjusted as part of the following year's referendum funds allocated.

Detailed Expenditures for Fiscal Year 2022-2023

Calculation Steps:	(A)	(B)	(C)	(D)=(A)+(B)-(C)	(E)	(F)	(G)	(H)=[(A)+(B)]+[(E)+(F)+(G)]
	Total Revenue Summary for FY 22/23				Total Expenditure Summary for FY 22/23			
	FY 21/22				FY 22/23	FY 22/23		
	Net Amounts Available				Charter	Charter		Estimated Net
	Carried Forward to FY 22/23	FY 22/23 Actual Revenue	FY 22/23 Charter portion	FY 22/23 MDCPS Portion	Legal Settlement Payment	Allocation of Referendum Funds	FY 22/23 MDCPS Expenditures	Negative Balance at 6/30/23
Instructional Personnel	\$26,689,920	\$266,450,973	\$66,985,775	\$226,155,118	\$ (4,828,000)	\$ (67,064,731)	\$ (219,942,741)	\$ 1,305,421
Safety & Security Personnel		36,334,224	9,134,424	27,199,800	-	(9,145,190)	(34,386,881)	(7,197,847)
Total	\$26,689,920	\$302,785,197	\$76,120,199	\$253,354,918	\$ (4,828,000)	\$ (76,209,921)	\$ (254,329,622)	\$ (5,892,426)

2022-2023 Referendum Utilization

Instructional Personnel (Teachers)

The Referendum Retirement Accruing Supplements (RRAS) 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)	2022-2023 RRAS
Beginning to Rising Career	2.00% - 22.50%
Mid- to Late-Career	26.00% - 28.97%
Late-Career	23.92% - 21.25%

Other Instructional Personnel

Other full-time instructional personnel (paraprofessionals/associate educators) continued to receive referendum supplements of 17%. Part-time instructional personnel (temporary instructors and hourly teachers) also continued to receive salary improvements of 8%.

Safety and Security Personnel

RRAS also 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 21% for recruitment, retention, and required training. All security monitors also continued to receive a 4.5% supplement.

Additionally, M-DCPS increased school resource officers from 176 prior to the Marjory Stoneman Douglas tragedy to 483 as of September 6, 2023. 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
- 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 a partnership with Miami-Dade County using an additional assignment detail to provide 15 Miami-Dade County officers.

Charter School Expenditures 2022-2023

Due to changes in legislation, charter schools in Florida are now entitled to District-generated voter referendum funds. For the final year of the county-wide referendum that was passed in 2018, Miami-Dade County Public Schools provided all charter schools with a proportional share of the funds the District received for the 2022-2023 fiscal year. For the 2022-2023 fiscal year, \$76,209,921 was allocated across 155 charter schools. *(Note: the initial amount allocated was subject to receipt of the final County Tax Roll, which was \$76,120,199, resulting in a reduction of \$89,722, which will be recovered from the 2023-2024 fiscal year allocation to charter schools.)*

Charter schools are obligated to use these funds only for the purposes approved by the voters in 2018, (1) to improve teacher and instructional personnel compensation and (2) to increase school safety and security personnel. However, charter schools are independent and have total discretion on the percentage or amount allocated for compensation and safety purposes. These schools are not required to expend the funds based on the 88/12 percentage required by the District.

The District is responsible for general oversight but ultimate accountability rests with each charter schools and its associated legal entity (governing board). Section 1002.33(5)(b)1.j., F.S., prohibits the District from imposing additional reporting requirements on a charter school as long as the charter school has not been identified as having a deteriorating financial condition or financial emergency. Therefore, in anticipation of distribution of these funds, the District and General Counsel successfully facilitated multiple meetings with charter school stakeholders to mutually establish an annual reporting process. Prior to disbursement of funds, each charter school had to complete and submit a signed affidavit indicating: (a) understanding of the approved ballot language, (b) agreement to abide the law, and (c) agreement to annually report expenditures in the format and timeline prescribed by the District. Furthermore, each charter school must adopt public records retention schedules in accordance with the Division of Library and Information Services of the Department of State, pursuant to s. 119.021(2)(a), F.S. As such, the financial records related to the referendum funds expenditures must be retained for a period of five fiscal years.

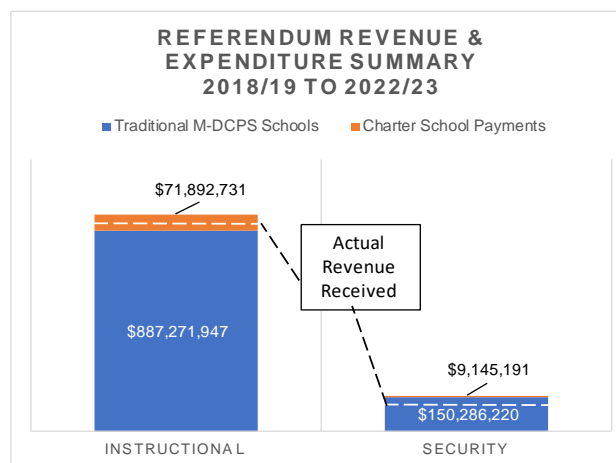
The following chart represents actual charter school district and expenditures, inclusive of the total amount the schools have held in contingency to mitigate any tax revenue shortfall.

CHARTER SCHOOLS
REFERENDUM ACTUAL REVENUE & EXPENDITURE SUMMARY
2022/2023 Fiscal Year

Charter School Summary	REVENUE	EXPENDITURES		UNSPENT FUNDS	
	FINAL REFERENDUM FUNDS ALLOCATION	TEACHERS AND INSTRUCTIONAL PERSONNEL EXPENDITURES	SAFETY AND SECURITY PERSONNEL EXPENDITURES	SCHOOL ESTABLISHED CONTINGENCY	REMAINING BALANCE
22-23 FY Referendum Allocation	76,209,921.38	\$ 44,626,720.30	\$ 8,816,060.75	\$ 9,500,349.16	\$ 13,266,791.17
Legal Settlement	4,828,000.00	\$ 4,248,640.00	\$ 579,360.00	-	-
TOTAL	\$ 81,037,921.38	\$ 48,875,360.30	\$ 9,395,420.75	\$ 9,500,349.16	\$ 13,266,791.17

Revenue and Expenditure Summary 2019-2023

The initial four-year referendum period was 2019-2023. The charts below represent the overall revenue and expenditures for the initial referendum period inclusive of the recent requirement to share referendum funds with charter schools based on their unweighted FTE as well as the forward funding of over \$35.6 million in salary and fringes provided during fiscal year 2018-2019 prior to the receipt of any referendum funds.



INSTRUCTIONAL 88%	SECURITY 12%	TOTAL	
\$ 927,321,197	\$ 126,452,891	\$ 1,053,774,088	Referendum revenue received
(887,271,947)	(150,286,220)	(1,037,558,168)	Total M-DCPS Expenditures paid with referendum funds
(4,828,000)	0	(4,828,000)	Amount paid to Charters related to legal settlement
(67,064,731)	(9,145,191)	(76,209,921)	Amount related to FY 22/23 referendum funds shared with charters
\$ (31,843,481)	\$ (32,978,520)	\$ (64,822,001)	Amount spent in excess of referendum funds received

Please note that MDCPS shared a portion of its FEFP Safe Schools allocation from fiscal year 2019-2020 through fiscal year 2021-2022 with charter schools to ensure that every public school

within our district would be able to meet the minimum requirement per state statute of providing at least one officer per school.



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. 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.

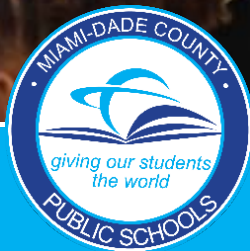
Boy Scouts of America Equal Access Act of 2002 – No public school shall deny equal access to, or a fair opportunity for groups to meet on school premises or in school facilities before or after school hours, or discriminate against any group officially affiliated with Boy Scouts of America or any other 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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