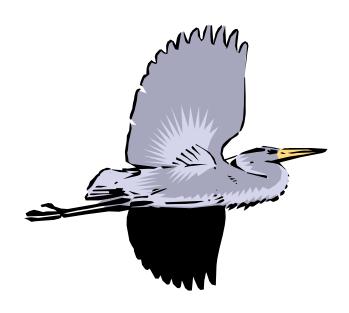
MAST ACADEMY OUTREACH

ELEMENTARY SCHOOL PROGRAM Birds of the Everglades Pre-site Package



MAST Academy

Maritime and Science Technology High School

Miami-Dade County Public Schools

Miami, Florida

Birds of the Everglades

Grade 5 Pre-Site Packet

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BIRDS OF THE EVERGLADES COMPETENCY BASED CURRICULUM – GRADE 5

SCIENCE

- V. INTERACTION OF SOCIETY AND THE ENVIRONMENT
 - 1. Research quality standards related to the use of soil, water, and air.
- VI. SCIENCE AND TECHNOLOGY DESIGN
 - 3. Describe and list some of the tools used by specific science professionals.

MATHEMATICS

IV. ALGEBRAIC THINKING

- 2. Poses, and solves, problems by identifying a predictable visual or numerical pattern.
- 11. Uses information from concrete or pictorial models or graphs to solve problems.

LANGUAGE ARTS

5.1 READING LITERATURE

- 2.8 Uses reference research components, pictures, graphs, charts, maps, and captions to compare and contrast information.
- 3.10 Uses reading strategies and critical thinking to understand information presented in a story or informational text.
- 5.II COMPOSITION
 - 7.15 Shares and discusses all individual writing with a group or partner.
- 5.III VOCABULARY/WORD STUDY
 - 8.3 Uses pictures, graphs, charts, maps, word walls and personal work banks to explore the meaning of words.
- 5.IV. LISTENING/SPEAKING/VIEWING
 - 9.6. Listens and speaks respectfully to persons of all racial/ethnic backgrounds to gain and share information, ideas, values and points of view reflecting their cultures.

5.V. INFORMATION LITERACY/STUDY TEST-TAKING SKILLS

10.6 Follow oral and written directions for test-taking and to complete daily assignments.

SOCIAL STUDIES

GEOGRAPHIC UNDERSTANDING

3. Identify the social and political consequences of industrialization and urbanization in the U.S. after 1880.



Teacher Instructions

1. View the Birds of the Everglades/Wakodahatchee DVD with your class. Copy the Everglades National Park Application for Educational Fee Waiver (enclosed, see page 25) onto school letterhead. At least two weeks in advance of your field trip, send or fax the completed application to Everglades National Park (see address on application). Directions for completing the application are found on the back of the application. When describing the educational objectives of the bird watching trip, be sure to mention that it will be led by staff from the Outreach Department at MAST Academy. Attach to the application your school's tax exemption form (the Consumer's Certificate of Exemption, available from your treasurer.) You will receive a letter from Everglades National Park confirming your scheduled field trip date. Bring the letter with you, and use it as your entrance pass.





- 2. Make a copy of the pre-site packet for each of your students. Before the field trip, review with your students the background information provided. Have students complete the in-class activity. Make additional copies of the bird watching field notes sheet if you wish to expand this activity to more than two birds. If you have field guides and colored pencils available, you may also have the students color in the pictures.
- 3. Make a copy of the on-site packet for each of your students. You may make additional copies of the field notes pages if you desire.

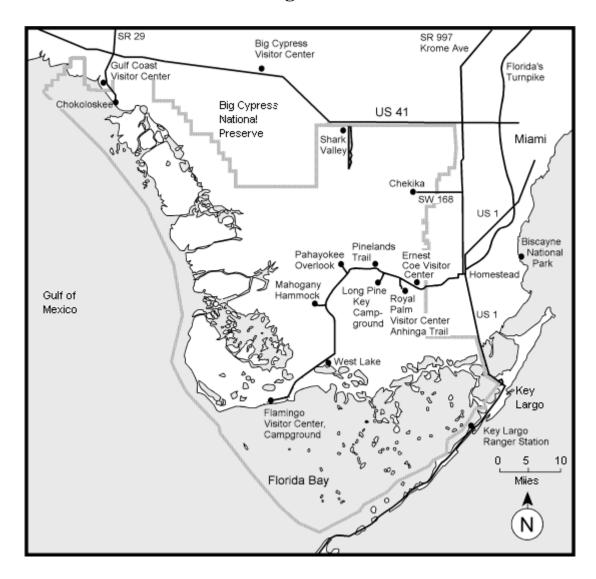




- 4. Insure that each student brings with them on this trip: headgear, sunscreen, insect repellant, a lunch, and plenty of drinking water.
- 5. The MAST Outreach Teacher will meet you at the <u>Ernest Coe Visitor's Center</u> (see map on page 3), and ride with you through the entrance gate to the Royal Palm Visitor's Center. When you reach Royal Palm, remind the bus driver to close all windows and doors on the bus if lunches are to be left unattended. A group of very clever (and usually hungry) crows reside in the parking lot area at Royal Palm.



Destination: Everglades National Park





Your birdwatching destinations in Everglades National Park are at the **Royal Palm Visitors Center**, located four miles from the main entrance. You will have an opportunity to visit two trails: the **Anhinga Trail**, a half-mile boardwalk winding through the sawgrass marsh, and the **Gumbo Limbo Trail**, a half-mile paved trail through a shaded, jungle-like hammock of gumbo limbo trees, royal palms, ferns and airplants.

The Birds of Everglades National Park

Birds are some of the most colorful and interesting creatures that share our world. The name "Everglades" has always been associated with birds. The warm, shallow, and vast Everglades "river" attracted mainly wading birds to this region for thousands of years. In the 1800's, the well-known naturalist and artist, John James Audubon, wrote during a visit to south Florida, "We observed great flocks of wading birds flying overhead toward their evening roosts. They appeared in such numbers to actually block out the light from the sun for some time."

In Everglades National Park, over 350 different species of birds have been sighted. There are many different ways to identify one group of birds from another. In this packet, the terms wading birds, land birds, and birds of prey will be used.

Wading Birds

Sixteen different species of wading birds live in the Everglades. All have long legs for wading into the water to catch their food. The White Ibis is the most common wading bird found here. Unlike many wading birds who prefer to eat fish, the ibis dines mostly on crayfish. This attractive white bird has a long, slender, curved beak, which it uses to probe the mud in search of food.

The Wood Stork is a larger wading bird; however, very few remain. They are an endangered species. The Wood Stork has an unusual way of feeding. With its beak held in the water, the Wood Stork shuffles its feet. As a frightened fish swims away from its feet, it bumps into the bird's beak. The sensitive beak can feel the fish, and it clamps down on it within a fraction of a second. Some

believe this movement to be the fastest of any organism in the Everglades.

One of the most common herons you would encounter on a visit to the park would be the Green Heron. A relatively small wading bird, the antics of this fisherman are fun to watch. Slowly stalking in shallow water, or hanging from a low tree branch, its dart-like jab at a fish is rarely off target.

Other wading birds you may encounter on a visit include the Great Blue Heron, Great White Heron (a form of Great Blue Heron), Great Egret, Snowy Egret, Tricolored Heron, Little Blue Heron, Cattle Egret, Reddish Egret, Black-crowned Night Heron, Yellow-crowned Night Heron, Least Bittern, American Bittern, Glossy Ibis, and the very colorful Roseate Spoonbill.

Land Birds

Of the more than 350 birds that have been sighted in the Everglades, about 200 are migratory. That is, they spend most of their lives north or south of the Everglades, and visit here when conditions of food and/or climate dictate.

Land birds spend most of their lives in drier areas of the park, like the tree islands (hammocks) or the pineland areas. During winter months, migratory warblers are often seen. These very colorful birds are named warblers for their often beautiful singing. Cardinals, Blue Jays, Meadowlarks, Bobwhites, and Red-bellied Woodpeckers are common on dry ground in the Everglades and reside there year round.

Birds of Prey

The term "birds of prey" describes birds that catch their food by using a hooked beak and claws. Hawks, owls, eagles, kites, and falcons are all considered birds of prey.

Some birds of prey of the Everglades include the most common hawk - the Red-shouldered Hawk. This very vocal bird swoops down to feed on lizards and snakes. The most common owl is the Barred Owl. If you hear an owl hooting late at night in the Everglades, most likely it is a barred owl. "Who cooks for you -- who cooks for you all" is one common "English" translation of its call.



Along the mangrove island areas of Everglades National Park, you are likely to see an Osprey dive into the water to catch a fish. About fifty pair of Bald Eagles, who also feed on fish, nest in the park.

Perhaps the most interesting, and one of the most threatened birds in the park, is the Everglades or Snail Kite. This bird does not have a varied diet. In fact, it feeds almost exclusively on the meat of the large, brown, aquatic apple snail. Skillfully plucking the snail from the water, the Everglades Kite will use its specially adapted beak to pry the snail loose from its shell and then devour it. This attractive bird is an endangered species today due to a "human-caused" decrease in apple snail populations. Draining of prime snail habitat kills off adult snails. Improper flooding of areas drowns the pearl-like snail eggs before they hatch from their grassy perch.

Everglades Birds: Yesterday and Today

In the 1930's approximately 250,000 wading birds nested in the Florida Everglades. In the spring of 1990, scientists estimated as few as 2,200 wading birds nested in Everglades National Park. Ninety percent of our nesting wading bird population is gone. Many will return if water managers and park staff are able to return the flow of fresh water through Everglades National Park to its original condition (and keep it there).

Two main reasons have accounted for this dramatic decrease in the members of the wading bird community: fashion and the draining of the wetlands.

In the late 1800's, fashionable ladies' hats were adorned with lacy feathers called plumes. These were taken mostly from herons and egrets. Plume hunters would often shoot the water birds during nesting and leave the helpless young chicks to die. Plume-hunting has been illegal for many years, but by the year 1900, only a few thousand herons and egrets remained. Many merchants made their early fortunes by buying and selling bird feathers.



The Everglades wetland has been reduced to a small fraction of its original size. All creatures, including birds, need food, water, shelter, and space to survive. Without these essential requirements, birds were unable to survive in altered areas of the Everglades. Each bird relies on a certain type of food and has a special adaptation enabling it to catch its

Each bird relies on a certain type of food and has a special adaptation enabling it to catch its prey. The wood stork is an endangered species today, not solely because of habitat destruction of the wetlands, but also due to irregular water flow into the park. Over the last three decades water managers have, on occasion, dumped too much water into Everglades National Park, flooding out small pools rich in fish, and making it harder for the wood stork to find food to feed its young.

There is hope for the future that more wetland areas will be protected from "development." Water managers and scientists will then be able to recreate the natural flow of the last remaining natural section of the Everglades river.

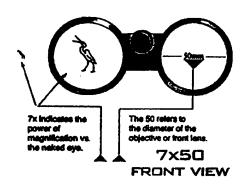
If you have never visited Everglades National Park during the winter bird-watching season, you are missing one of nature's finest shows! Seeing close-up the beautiful rainbow colors of the purple gallinule, or the fishing tactics of the anhinga as it spears its prey and swallows it whole, is much better than watching a tape on the TV set.

Experiencing the beauty and ingenuity of birds has inspired people for centuries. Despite the dramatic decline in the population of wading birds, residents of south Florida still live near one of the world's best bird areas. Take advantage of it!

Birdwatching Equipment

Binoculars

When you go birdwatching, you'll be using BINOCULARS to get up-close looks at the birds you see. Binoculars come in many sizes, such as 7x35, 7x50, and 10x50. What do these numbers mean? Let's use 7x50 as an example.



The first number, in this case the "7," is the magnification. That means this particular binocular magnifies the image seven times, or makes objects look seven times closer. For instance, if you are looking at something 700 yards away, the view through the binoculars will be as if it was only 100 yards away. If you prefer, you can think of the image as seven times larger. Models which have an eight or ten as the first number are eight and ten "power" binoculars. Magnification often is written as an "X," as in 7X.

The second number of the combination is the diameter in millimeters of the objective lens, the lens closer to the object being viewed. The larger the diameter of the objective lens, the more light is allowed into the binoculars. MAST Academy has 7x35 binoculars, with 35 millimeter objective lenses.

A Field Guide

You will be using this "Local Birds of South Florida" FIELD GUIDE to help you identify the birds you see. Each bird pictured has a brief description of its field marks (features of the bird, see page 10), as well as what time of year it can be seen in South Florida.



Field Notes

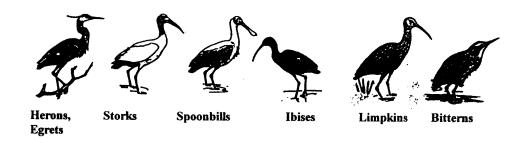
If you are a beginning birdwatcher, you will probably not recognize every bird that you see. By taking careful FIELD NOTES, you will more closely observe the shapes, sizes, colors, and behaviors of the birds you see, as well as the habitat where you saw them; this will make identification of the birds easier. It will also provide a record of your birdwatching adventure.

Bird identification begins by being able to recognize the BASIC BIRD GROUP to which each bird belongs. The birds in each Basic Bird Group are all similar in appearance. Below are sketches of birds in some of the Basic Bird Groups you may see on your field trip. Become familiar with the names of these bird groups.

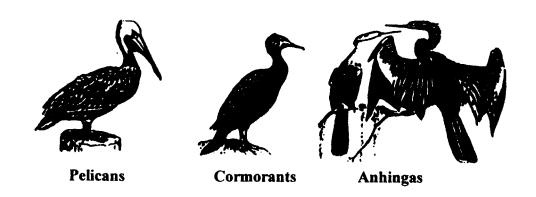
WADING BIRDS

LONG-LEGGED WADERS

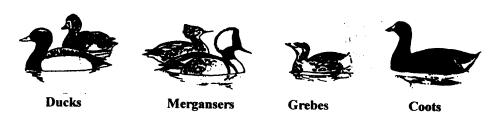
Medium to large waterbirds. Long neck and bill. Eat aquatic life in shallow water.



UPRIGHT-PERCHING WATERBIRDS Large aquatic fisheaters. Feet far back on the body. Toes webbed.

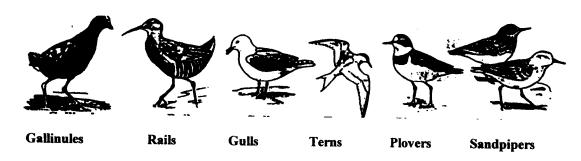


WATERFOWL Duck-like birds.



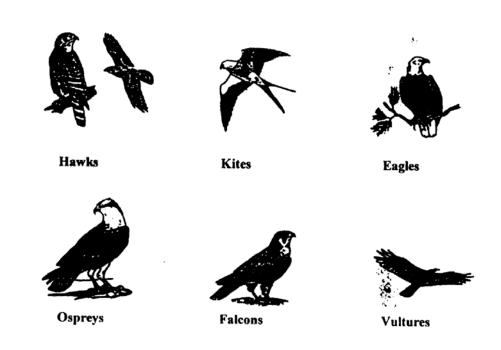
CHICKEN-LIKE MARSHBIRDS

Small to medium-sized wading birds with short necks, long legs and long toes.



BIRDS OF PREY

Sharply hooked bills for tearing meat. Often soar high in the air. Some take live prey, some scavenge.



LAND BIRDS

PIGEONS, DOVES

Small to medium sized birds. Small headed. Walks on the ground. Pointed wings.

SWALLOWS

Long, pointed wings Very fast flyers.

WOODPECKERS

Tree-clinging birds. eats insects hidden in bark

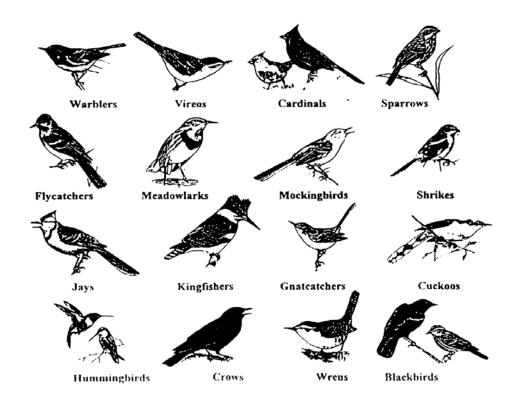




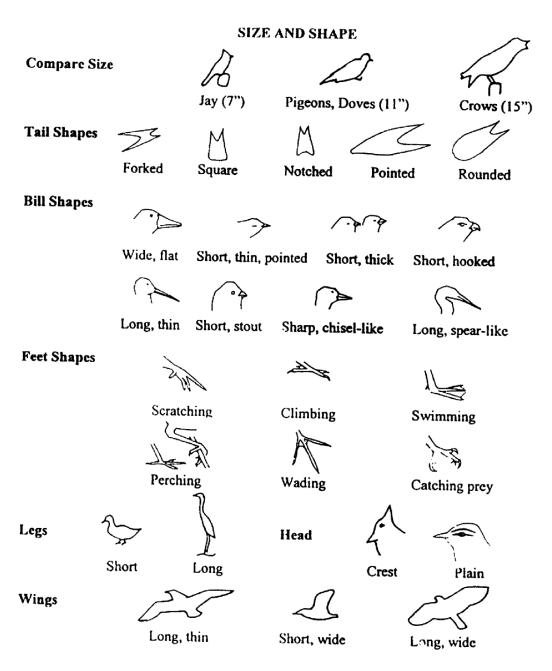


PERCHING BIRDS

Medium to small landbirds. Feet adapted for perching. Three toes in front, one behind.



Once you have recognized the Basic Bird Group to which a certain bird belongs, you can use FIELD MARKS to identify the bird. Field marks are any feature of the bird that helps to distinguish it from other birds. Field marks could include the size and shape of the bird, patterns in markings, or patterns in behavior. In many cases, experienced birdwatchers are able to identify a bird based upon only a few of these field marks. Below are some field marks you could use to help you identify the birds you see:



PATTERNS IN MARKINGS

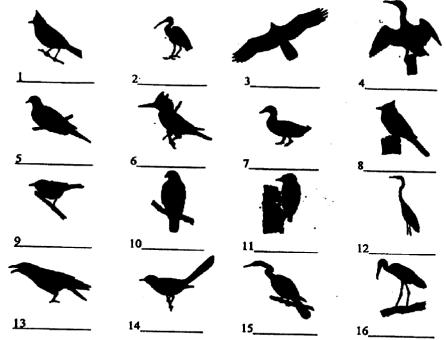


Every time you see a new bird on your field trip, you will record field notes on a form such as the one on page 15. By observing the bird carefully, you should be able to determine and record its size and shape, patterns in markings and patterns in behavior. Space is provided to draw a sketch of each new bird you see. Try to determine the basic bird group to which each bird belongs. Remember, it is not so important to immediately identify each bird you see; instead, it is more important to observe the birds for at least as long as it takes to record field notes. This will allow you to use the notes and your field guide to try to identify the bird at a later time.

An In-Class Activity



Below are silhouettes of various birds. Identify each bird as either a WATER BIRD, a BIRD OF PREY, or a LAND BIRD.



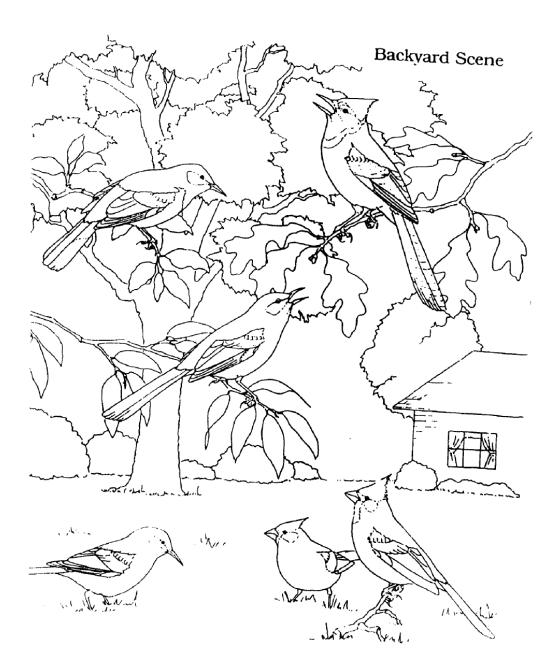


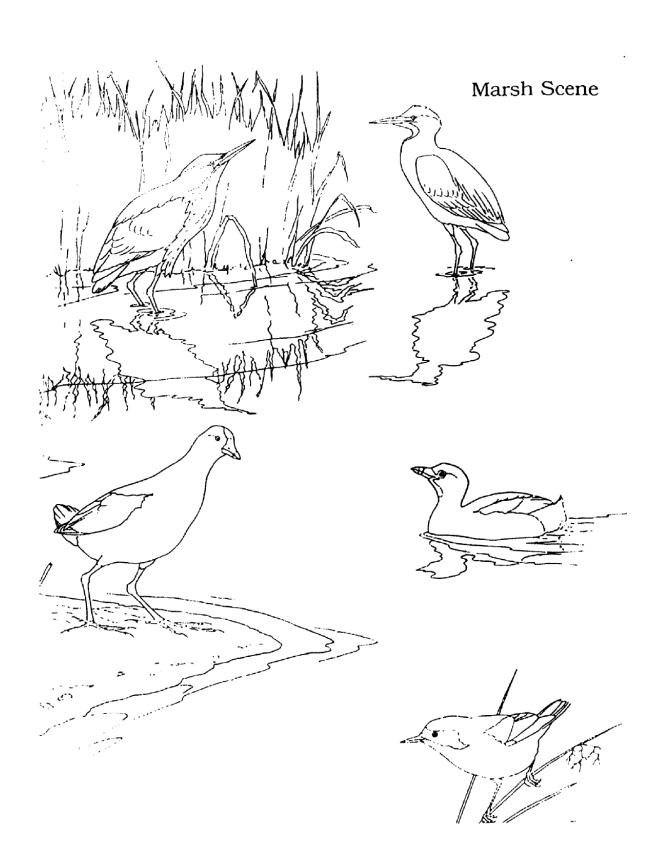
Using the FIELD MARKS on pages 11-12, circle the correct answer to each of the following questions.

- 1. A bird with a long, spear-like bill is most likely a (a) long-legged wader, (b) bird of prey, (c) waterfowl, (d) land bird.
- 2. A bird with feet shaped for swimming is most likely a (a) long-legged wader, (b) bird of prey, (c) waterfowl, (d) land bird.
- 3. A bird with a short, hooked bill is most likely a (a) long-legged wader, (b) bird of prey, (c) waterfowl, (d) land bird.
- 4. A bird with feet shaped for climbing is most likely a (a) long-legged wader, (b) bird of prey, (c) waterfowl, (d) land bird.



On the next two pages are scenes of birds in two habitats. Practice taking field notes by completing the field note sheets on pages 17-18 for two (2) of these birds, one from each habitat. Use the field note information on pages 8-12 to help you. Using all of the bird pictures, answer the questions below.







1: Bird's Loca	Step 1: Bird's Location/Patterns in Behavior (circle all that apply)	Step 2: Compare Size (circle one)	Step 3: Shape/Color of Bill (circle one)
faigh flight	Straight flight Bouncing Flight Oliding flight Hovering flight	Smaller A Smaller Bgeons, Doves (117)	Color of bill
Mark Hop	In Trees Climbs up two Climbs down two runks or branches swints.	Crows (15'7)	Wish, Bai Short, thin, pointed Short, thick Short, hooked Cong. thin Short, stort Sharp, chiest-like Long, rycen-like
Step 4: Shape of Top of Head (circle one)	Step 5: Markings on the Face (circle all that apply)	Step 6: Wing Shape (circle one)	Step 7: Patterns on the Wings (circle all that apply)
	Eye swipes Eye riages Other	Long thin Short, wide Long wide	Wing penden Wing Buri
Step 8: Shape/Color of Legs(circle one)	Step 9: Feet Shape (circle one)	Step 10: Markings on the Breast (circle all that apply)	Step 11: Markings on the Rump (circle one)
ı	Sermation Climbias Swinmings The All All All All All All All All All Al	Spoil Bur	Path Plain
Step 12: Tail Shape (circle one)	Other Step 13: Markings on the Tail	Step 14: Basic Bird Group (circle one)	Step 15: Draw the Bird
P. Country	circle (circle	Land Water Bird Bird Rird of Prev	Name of Bird



Step 3: Shape/Color of Bill (circle one)	Color of bill Wide, the Short thin pointed Short, thick Short, hosted The first first Short, edited-like Long, spear-like Other	Circle all that apply) Content of the Wings Content of the Wings and the Wings of the Wings of the Wings penden wings but the Wings penden w	Step 11: Markings on the Rump (circle one)	Step 15: Draw the Bird Name of Bird
Step 2: Compare Size (circle one)	Smaller A Pigeons, Doves (117) Jay Thin Pigeons, Doves (117) See Cove (157)	Step 6: Wing Shape (circle one) Long, thin Short, wide Long Other.	the Breast (circle all that apply)	Step 14: Basic Bird Group (circle one) Land Water Bird Bird Bird of Prev
Step 1: Bird's Location/Patterns in Behavior (circle all that apply)	RATTERNS IN BEHAVIOR R Bouncing Flight Gliding flight Hovering flight In Trees Climbs up tree Trubs or brackes remain or brackes Swims	Step 5: Markings on the Face (circle all that apply) Eye stripes Eye stripes Other	Step 9: Feet Shape (circle one) Seretable	Other Step 13: Markings on the Tail (circle all that apply) End End End Sides Other
Step 1: Bird's Loca (circle:	In the Ground Walls Hops In the Water Water	Step 4: Shape of Top of Head (circle one)	Step 8: Shape/Color of Legs(circle one)	Step 12: Tail Shape (circle one)

Online Resources

The following elementary-level bird watching resources are available online:

All About Birds (Cornell Lab of Ornithology) http://www.birds.cornell.edu/AllAboutBirds/

Birds for Kids (Smithsonian National Zoological Park) http://nationalzoo.si.edu/Animals/Birds/ForKids/default.cfm

Bird Resources for Elementary School Teachers Bibliography (California Academy of Sciences Library) http://www.calacademy.org/research/library/biodiv/biblio/birdcurupdate.htm

Bird Watching Made Elementary (University of North Carolina at Chapel Hill School of Education) http://www.learnnc.org/lp/pages/wildnb0701

Elementary Education Resources: Science--Biology (Birds Resources) http://www.pitt.edu/~poole/eledscienceBioBirds.html

Urban Bird Studies and **Bird Sleuth** (Cornell Lab of Ornithology) Students can become citizen scientists to collect data about birds living in their neighborhood! http://www.birds.cornell.edu/programs/urbanbirds/index.html
http://www.birds.cornell.edu/birdsleuth

Zoom Birds (Enchanted Learning): http://www.enchantedlearning.com/subjects/birds/

Answer Key

Silhouettes

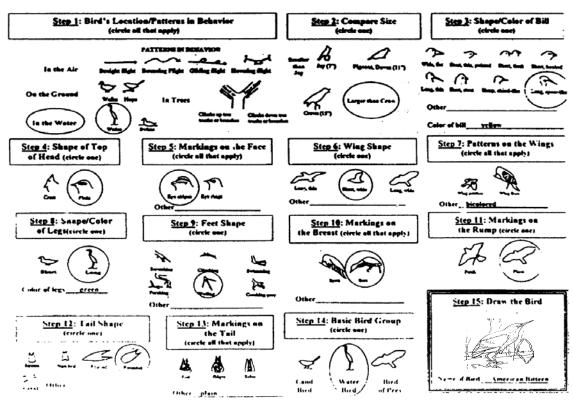
- 1. land bird
- 2. water bird
- 3. bird of prey
- 4. water bird
- 5. land bird
- 6. land bird
- 8. land bird
- 7. water bird

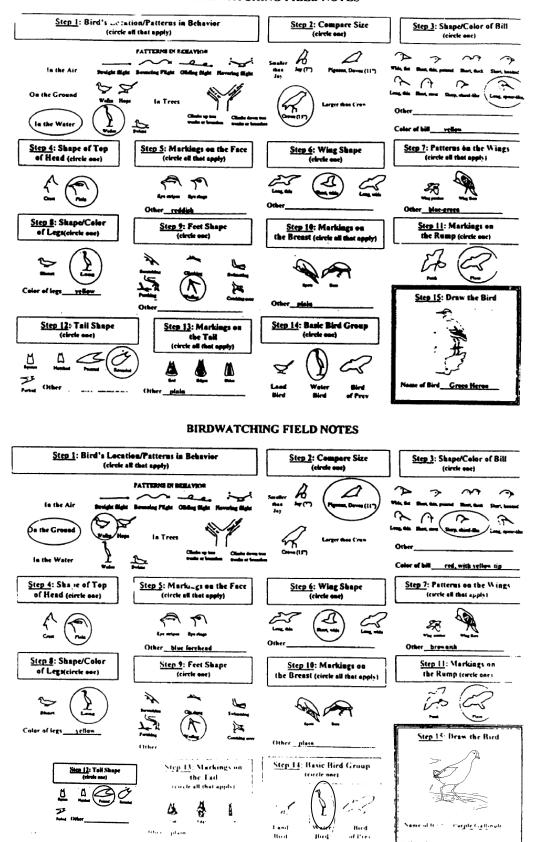
- 9. land bird
- 10. bird of prey
- 11. land bird
- 12. water bird
- 13. land bird
- 14. land bird
- 15. water bird
- 16. water bird

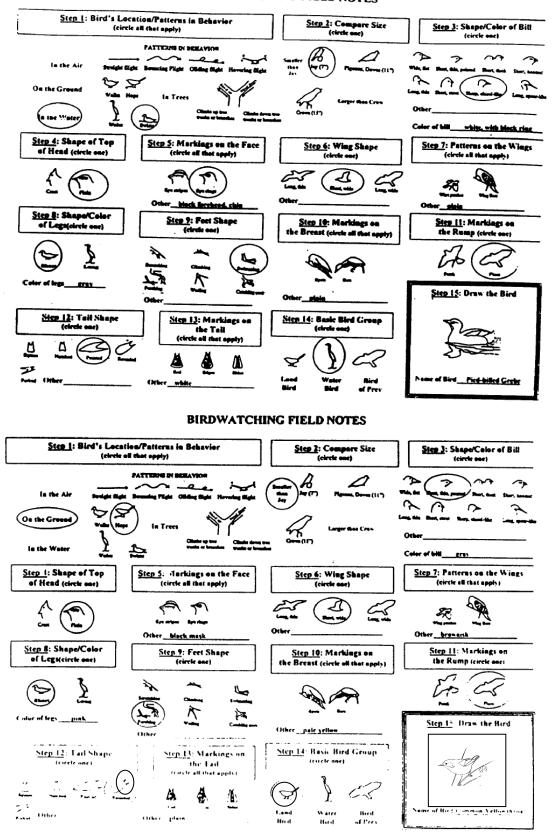
Field Marks

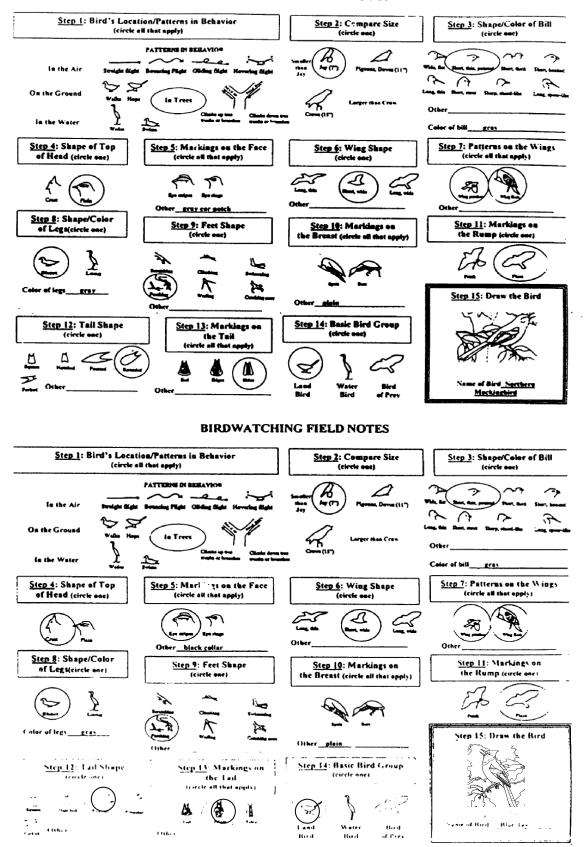
- 1. a
- 2. c
- 3. d
- 4. d

Field Notes

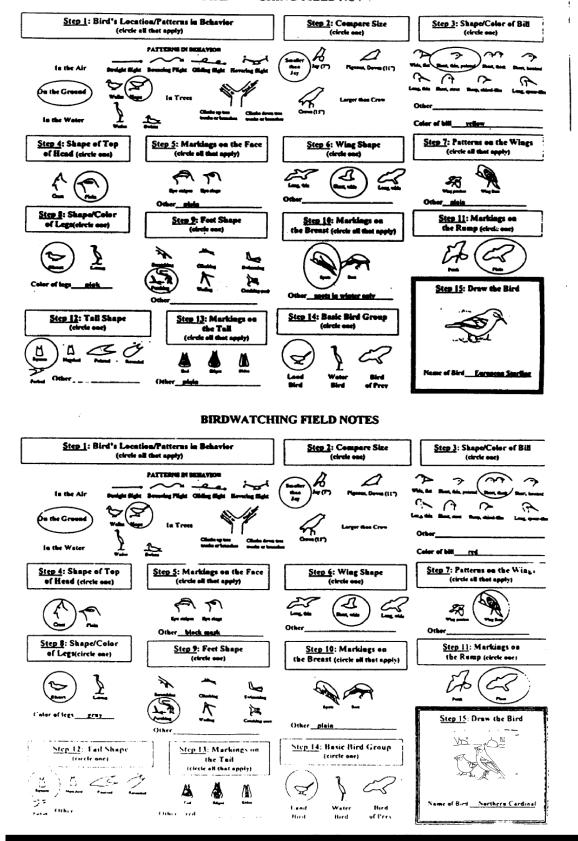








BIRD' TOHING FIELD NO.



<u>Step 1</u> : Bird's Loca (circle	tion/Patterns in Behavior all that apply)	Step 2: Compare Size (circle one)	Step 3: Shape/Color of Bill (circle one)
On the Ground		Smaller Popular Down (117)	2000
la the Water Votes Step 4: Shape of Top	Charge Ch	Larger than Craw	OtherColor of billgray
of Head (circle ove)	Step 5: Markings on the Face (circle of that apply)	Step 6: Wing Shape (circle one)	Step 7: Patterns on the Wings (circle all that apply)
~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~	Street Street	Other	25 (M)
Step 8: Shape/Color of Lags(strets see)	Step 7: Feet Shape (circle see)	Step 10: Markings on the Broast (circle of that apply)	Step 11: Markings on the Rump (circle one)
Cater of lep_STRY		90	A C
	Other	Other_errese	Step 15: Draw the Bird
Step 12: Tail Shape (circle one)	Step 13: Markings on the Tall (circle all that apply)	Step 14: Basic Bird Group (civile eas)	
Janua Other	Other	Land Water Bird Bird Bird of Prev	Name of Bird <u>Saltimore Oriole</u>

Even Judes National Park



Applying for a Fee Waiver

Everglades National Park can be a powerful source of inspiration and learning. Numerous groups visiting the park have discovered the unique opportunities the Everglades can afford.

The park commonly receives requests to waive admission fees for visiting groups. When possible, the park may issue fee waivers to educational or scientific institutions providing proper documentation. The procedures for obtaining such a waiver are outlined below for your convenience.



Applying for a Fee Walver

Bona fide educational or scientific institutions may apply for an entrance fee waiver. To qualify, applications must contain the following:

 Current, official documentation of recognition as an educational institution by a Federal, State, or local government entity, or other evidence attesting to eductional status (i.e., addreditation letter or educational tax exempt letter). It is insufficient to merely state or imply this on official letterhead.
 Your fee waiver will not be processed without this documentation. Copy the application on the reverse of this page onto your institution at letterhead. Complete the application and send it along with your official recognition as an educational institution.

3. There must be a direct relationship between the visit purpose and the use of the park. The visit must be to study some aspect/resource specific to the park. A general statement to the effect that the visit is for "educational purposes" is insufficient by itself. An explanation of what the educational purpose entails and how it is related to park resources is required. Course outlines, lesson plans, or a copy of the curriculum meets this requirement.

Protecting the Park



Review the following rules and safety precautions so participants will know what is expected of them.

Respect the wildlife: Loud noises are discouraged. Throwing objects at, or other harassment of park animals is strictly prohibited.

Respect the home and food sources of the wildlife: Please leave all plants, rocks, shells, or other natural objects in the park. Place litter where it belongs.

Respect each other: Running, pushing, or yelling are not allowed on trails. Stay with your class; always have adults lead and bring up the end of the line. Respect the right of others to enjoy their national park: Loud noises and other disruptive behavior on the trails can spoil the experience for other visitors. Buses and other loud motor vehicles are asked to turn off their engines completely when parked at trail heads.

Groups that do not comply with park regulations will be contacted by a ranger and future fee waivers requests may be denied.

Fee Walver Entitlements



Fee waivers entitle the entrance of one chaperone for every ten students (or one chaperone for every five for special needs groups). Any additional chaperones will be required to pay the \$5.00 per person fee for the Shark Valley or Main Entrance Station

Applications must be received 2 weeks in advance of the anticipated visit. Fee waivers will not be given at the entrance stations and refunds will not be granted.

If the application is approved, the group's official will receive a copy of the application with an approval signature. Each vehicle must present a copy of the approved fee waiver at the park entrance station. Fees will not be waived for vehicles who do not have a copy of the waiver.

The entrance fee waiver does not entitle your group to any special ranger presentations.

Application for Educational Fee Waiver

Copy onto institutional letterhead and complete.

Mail or Fax application to: Main Entrance Station, Everglades National Park, Attention: Debbie Benitez, 40001 State Road 9336, Homestead, FL 33034 Fax: (305) 242-7716 Tel: 305-242-7745

You must have this fee waiver in your possession when arriving at the park s entrance station. Each vehicle in the group must present a copy of the approved application.

Name of Institution	
Address	
Official in charge of group	Phone Number
Number of StudentsWhere y	you will enter the Park
Number of Faculty/ChaperonesNu	mber of Vehicles # of Days in Park
Date of Arrival Time of Arrival	# of Days in Park
Course Title, Catalog Number, and Description	or Grade Level and Subject Matter
	hat aspect/resource of the park is to be studied:
3. I understand that the Code of Federal Regulation institutions that are using the park for education meets these requirements and therefore reques recognition of affiliation as an educational insti	ons allows Fee Waivers only for educational and/or scientification of the purposes. I hereby certify that the above detailed trips that fees be waived. Current official documentation of tution by a Federal, State or local government entity, or a sattached (e.g. accreditation letter, educational tax exemp
Name & Signature of official In Charge of Group	Telephone
Title	Fax
NATIONAL PA	ARK SERVICE APPROVAL
Required Documentation Type	
Signature of Park Official:	
Title:	Date:

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 sex 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.

School Board Rules 6Gx13- 4A-1.01, 6Gx13- 4A-1.32, and 6Gx13- 5D-1.10 - prohibit harassment and/or discrimination against a student or employee on the basis of gender, race, color, religion, ethnic or national origin, political beliefs, marital status, age, sexual orientation, social and family background, linguistic preference, pregnancy, or disability.

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.

REVISED 8/1/01