

Farmworker Career Development Program (FCDP)
South Florida State College
Fiscal Desk Top Review Quarter Three (Q3)
Project Number 282-4055C-5CFJ1
Program Year (PY) 2024-2025/ TAPS 25B001

Purpose:

Quarterly fiscal desk top reviews are performed for periodic monitoring. The purpose of monitoring is to identify the specific areas in which a provider is in compliance or non-compliance with federal law and regulations, state statutes and rules, and OMB Circulars. The timely identification of non-compliance provides a framework to make changes that are expected to result in programs becoming more efficient and effective. However, a comprehensive and multi-dimensional Quality Assurance System is a foundation for continuous improvement of services and systems both internally and externally. Our commitment to excellence supports accountability, collaboration, targeted technical assistance, continuous improvement and positive systemic change.

Monitoring items that require periodic assessments are reviewed in the sections below with the *referencing section of the core monitoring guides (CMG), federal regulation citations and/or FCDP policies*. The complete National Farmworker Jobs Program (NFJP) Supplement to the Core monitoring Guide, July 2021 and/or Core Monitoring Guide, (CMG) August 2018 United States Department of Labor, Employment and Training Administration available on the following Workforce GPS link: https://farmworker.workforcegps.org/resources/2019/09/26/18/06/NFJP_Grant_Administration_Operations/NFJP_Core_Monitoring_Guide

Technical Assistance

Please keep in mind the federal guidance below:

- *Between July 1 through September 30, grantees can use current funds on any allowable costs including new program year enrollments, if applicable.*
- *If a grantee has both PY 2024-2025 and PY 2025-2026 grant funds from July through September, the grantee must expend PY 2024-2025 funds before using PY 2025-2026 funding (2025-2026 funding is discretionary and will be competitive).*

Summary

- Project 282-4055C-5CFJ1 issued 11/01/2024 for 11% of subrecipient funding.
- Approved award start date of 07/01/2024 issued by email.
- Participant targets were reduced from 70 to **62** adults and from 54 to **48** youth.
- Q3 overall spending within 6% of target.

Section 1. Quarterly Personnel

Monitoring References

CMG Indicators 1.b.1: Designating Personnel, Staff, and Hiring, 2.h.1: Personnel Policy and Procedures, 2.h.2: Staff Positions, Indicator 2.h.3: Salaries, 3.g.2: Cost Allocation Plan

Citations: [200.430\(a\)\(1\)-\(2\)](#), [b, 200.113](#), [200.427](#), [200.416\(a\)](#) and (c)

FCDP Policies

Project Award / Request for Application, Attachment E, Special Conditions for WIOA, Section 167 Project Awards Form, Personnel Requirements [2024-2025 Farmworker Career Development Program Request for Application](#)

Review

- Job descriptions and salary schedules included in the award.
- 3.0 Full time equivalent (FTE).
- 70% Salary / benefits allocation.
- Semi-Annual Time and Effort Certifications up to date.

Reference Charts

Copy of 4055C FCDP Pattern

Sub-Recipient Minimum Staff	Maximum Salary Plus Benefits Allocation Percentage
2.0 FTE	80% of Project Funding

Copy of SFSC Pattern

Coordinator	Case Managers	Total FTE	Salary/Benefit Criteria
1.00 FTE	2.00 FTE	3.00 FTE	\$196,082
Fabiano Castro	Sarah Alfaro		Grant
			\$280,116.00
	Edith Andrade		Allocation
			70%

Copy of Current Staffing Breakout Form

ATTACHMENT H

PY 7/1/24 - 9/30/25 Staffing Breakout Form

NFJP/Workforce Innovation and Opportunity Act, Section 167

Project / Agency: South Florida State College TAPS 25B001

(1) Position Title	(2) FTE	(3) Name of Staff Member	(4) Total Annual Salary	(5) Total Annual Benefits	(6) Benefits %	(7) Total Salary Charged to WIOA 167	(8) Salary %	(9) Total Benefits Charged to WIOA 167	(10) Total Benefits %
1. Coordinator	1.00	Fabiana Castro	\$ 55,185	\$ 22,955	42%	\$ 55,185	100%	\$ 22,955	100%
2. Case Manager	1.00	Sarah Alfaro	\$ 39,400	\$ 19,571	50%	\$ 39,400	100%	\$ 19,571	100%
3. Case Manager	1.00	Edith Andrade	\$ 39,400	\$ 19,571	50%	\$ 39,400	100%	\$ 19,571	100%
4.					#DIV/0!		#DIV/0!		#DIV/0!
5.					#DIV/0!		#DIV/0!		#DIV/0!
Subtotals			\$ 133,985	\$ 62,097		\$ 133,985		\$ 62,097	
Total Salary and Benefits			\$ 133,985	\$ 62,097		\$ 133,985		\$ 62,097	
(11) Total Salary + Benefits Charged to WIOA 167								\$ 196,082	
(12) Grant Amount:		\$ 275,530	Total Staff +Benefits:		\$ 196,082	%		71%	

ALLOCATION NOT TO EXCEED 80%

Supervisor Signature: Michael Nester

Date: 7/11/24

Section 2. DOE 599 Spending Targets

CMG Indicators: 2.a.1: Specific Award Conditions, 2.b.1: Budget Controls, 3.b.3: Sub-recipient's Financial Reporting, 3.c.1: Cash Disbursements, 3.f.2: Financial Management Systems, 3.g.1: Cost Allocation Principles

Citations: [200.302](#), [200.308](#), [200.331\(a\)\(3\)](#), [200.412](#), [200.403](#), [200.405](#)

FCDP Policies: Project Award / Request for Application, Attachment E, Special Conditions for WIOA, Section 167 Project Awards Form, Fiscal Management, [2024-2025 Farmworker Career Development Program Request for Application](#), [Green Book](#), [FLAGS AgencyUser.pdf](#), Accounting Manual for Florida's College System [Florida College System Accounting Manual 2024](#)

Review

- 599's received before or on deadline of 20th of the following month.
- Q3 overall spending is within 6% (\$15,787.05).
- Salaries are below target by 3%, benefits by 5%.
- 03/20/2025: SFSC notification of changes to benefits provider that will affect the budget. SFSC will cover the excess cost. The budget is being reviewed in preparation of an amendment that will cover the deficit line items.

Reference Charts

Copy DOE 599 Project Disbursement Report

(A) District/Agency Name: SFSC		FLORIDA DEPARTMENT OF EDUCATION				(F) Agency Number: 282	
(B) Project Name: FCDP		PROJECT DISBURSEMENT REPORT - MARCH 2025				(G) Grant Number: 4055C	
(C) Effective Approval Date: 7/1/2024		Workforce Innovation and Opportunity Act, Title I, Section 167				(H) Project Code:	
(D) Termination Date: 9/30/2025		Migrant and Seasonal Farmworkers				(I) Contact Person Name:	
(E) Total Project Funds: \$ 280,116.00		<input checked="" type="checkbox"/> Interim Report <input type="checkbox"/> Final Report (INSTRUCTIONS ON PAGE 3)				Carmen Robinson-Cooper	
						(J) Phone:	
						863-784-7315	

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Function Code	Object Code	Description of Disbursement	Budget Amount	Total Disbursements As of 3/31/25	Obligations	Unobligated Balance	Current Disbursement Reported
ADMINISTRATION							
	67600	INDIRECT COSTS	\$ 13,339.00	\$ 9,216.26		\$ 4,122.74	\$ 1,088.94
			\$ -	\$ -		\$ -	
(9) TOTAL ADMINISTRATIVE COST			\$ 13,339.00	\$ 9,216.26	\$ -	\$ 4,122.74	\$ 1,088.94
STAFF COSTS							
	53000	STAFF SALARY	\$ 133,985.00	\$ 95,988.78		\$ 37,996.22	\$ 10,665.42
	59100,59101,59200 59701,59702	STAFF BENEFITS	\$ 62,097.00	\$ 43,602.92		\$ 18,494.08	\$ 4,758.83
	60501	TRAVEL IN DISTRICT	\$ 6,000.00	\$ 2,044.04		\$ 3,955.96	\$ 307.94
	60502	TRAVEL OUT OF DISTRICT	\$ 2,500.00	\$ -		\$ 2,500.00	
	60503	TRAVEL OUT OF STATE	\$ 10,000.00	\$ -		\$ 10,000.00	
			\$ -	\$ -		\$ -	
(10) TOTAL STAFF COSTS			\$ 214,582.00	\$ 141,635.74	\$ -	\$ 72,946.26	\$ 15,732.19
RELATED ASSISTANCE (For Clients Only)							
			\$ -	\$ -		\$ -	\$ -
(11) TOTAL RELATED ASSISTANCE			\$ -	\$ -	\$ -	\$ -	\$ -
SUPPORTIVE SERVICES							
	62500	REPAIRS AND MAINTNANCE-(CLIENTS)	\$ 1,200.00	\$ 322.99		\$ 877.01	
	64701	GRANT STIPEND	\$ 28,103.00	\$ 36,650.50		\$ (8,547.50)	\$ 5,796.50
	65000	PROFESSIONAL FEES-HEALTH CARE	\$ 2,200.00	\$ 918.22		\$ 1,281.78	\$ 100.00
(12) TOTAL SUPPORTIVE SERVICES			\$ 31,503.00	\$ 37,891.71	\$ -	\$ (6,388.71)	\$ 5,896.50
OTHER PROGRAM COSTS							
	61000	FREIGHT AND POSTAGE	\$ 50.00	\$ 0.69		\$ 49.31	
	62000	PRINTING	\$ 500.00	\$ 527.53		\$ (27.53)	
	63700	INSURANCE-STUDENT	\$ 552.00	\$ 552.00		\$ -	
	64500	MEMBERSHIPS	\$ 500.00	\$ -		\$ 500.00	
	64510	ADVERTISING	\$ 100.00	\$ -		\$ 100.00	
	64606	OTHER SERVICES-TESTING FEES	\$ 1,000.00	\$ 512.95		\$ 487.05	\$ 20.00
	64606	PARTICIPANT SUPPLIES AND CONSUMABLES	\$ 1,000.00	\$ 1,513.00		\$ (513.00)	\$ 130.00
	64700	GRANT AID-TUITION	\$ 8,000.00	\$ 1,175.00		\$ 6,825.00	
	64702	TEXTBOOKS AND WORKBOOKS	\$ 3,000.00	\$ -		\$ 3,000.00	
	65500	EDUCATIONAL/OFFICE MATERIALS/SUPPLIES	\$ 4,490.00	\$ 1,275.07		\$ 3,214.93	\$ 758.58
	70550	GRANT NON-CAPITALIZED PROPERTY	\$ 1,500.00	\$ -		\$ 1,500.00	
			\$ -	\$ -		\$ -	
			\$ -	\$ -		\$ -	
			\$ -	\$ -		\$ -	
(13) TOTAL OTHER PROGRAM COSTS			\$ 20,692.00	\$ 5,556.24	\$ -	\$ 15,135.76	\$ 908.58
(14) TOTAL COSTS			\$ 280,116.00	\$ 194,299.95	\$ -	\$ 85,816.05	\$ 23,626.21

Copy of Spending Targets Chart:

Quarter 3 Spending Targets do not include the extension period or any monthly obligated funds

TARGET SPENDING BASED ON 599 DISBURSEMENT REPORTS							
Annual Amounts by Category	/12 Months	X 9 Months Jul-Mar Target	Actual Spent	\$ Under/Over Target	Target %	% Spent	% Under/Over Target
Administration							
\$ 13,339.00	\$1,111.58	\$10,004.25	\$9,216.26	(\$787.99)	0%	0%	0%
Staff Costs							
\$ 214,582.00	\$17,881.83	\$160,936.50	\$141,635.74	(\$19,300.76)	75%	66%	-9%
Related Assistance							
\$ -	\$0.00	\$0.00	\$0.00	\$0.00	0%	0%	0%
Supportive Services							
\$ 31,503.00	\$2,625.25	\$23,627.25	\$37,891.71	\$14,264.46	75%	120%	45%
Program Costs							
\$ 20,692.00	\$1,724.33	\$15,519.00	\$5,556.24	(\$9,962.76)	75%	27%	-48%
Totals							
\$280,116.00	\$23,343.00	\$210,087.00	\$194,299.95	(\$15,787.05)	75%	69%	-6%

Copy of Salary and Benefits Targets: (Part of Staff Costs)

Salary Quarterly Targets								
Salary Budget	Monthly 599 Disbursements		Total Disbursement	Quarterly Target \$	Under/Over Target \$	Quarterly Target %	Quarterly Disbursed %	Under/Over Target %
\$133,985.00	Jul	\$10,665.42	\$10,665.42	1st				
	Aug	\$10,665.42	\$21,330.84	Quarter				
	Sep	\$10,665.42	\$31,996.26	\$33,496.25	(\$1,499.99)	25%	24%	-1%
	Oct	\$10,665.42	\$42,661.68	2nd				
	Nov	\$10,665.42	\$53,327.10	Quarter				
	Dec	\$10,665.42	\$63,992.52	\$66,992.50	(\$2,999.98)	50%	48%	-2%
	Jan	\$10,665.42	\$74,657.94	3rd				
	Feb	\$10,665.42	\$85,323.36	Quarter				
	Mar	\$10,665.42	\$95,988.78	\$100,488.75	(\$4,499.97)	75%	72%	-3%
Benefits Quarterly Targets								
Benefits Budget	Monthly 599 Disbursements		Total Disbursement	Quarterly Target \$	Under/Over Target \$	Quarterly Target %	Quarterly Disbursed %	Under/Over Target %
\$62,097.00	Jul	\$4,915.57	\$4,915.57	1st				
	Aug	\$4,915.23	\$9,830.80	Quarter				
	Sep	\$4,915.24	\$14,746.04	\$15,524.25	(\$778.21)	25%	24%	-1%
	Oct	\$4,915.23	\$19,661.27	2nd				
	Nov	\$4,915.21	\$24,576.48	Quarter				
	Dec	\$6,714.76	\$31,291.24	\$31,048.50	\$242.74	50%	50%	0%
	Jan	\$6,725.60	\$38,016.84	3rd				
	Feb	\$827.25	\$38,844.09	Quarter				
	Mar	\$4,758.83	\$43,602.92	\$46,572.75	(\$2,969.83)	75%	70%	-5%

Section 3. Performance Spending

CMG Indicator 3.b.4: Performance Reports

FCDP Policies: Project Award / Request for Application, Attachment E, Special Conditions for WIOA, Section 167 Project Awards Form, Fiscal Management, Program Non-Compliance Policy [2024-2025 Farmworker Career Development Program Request for Application](#)

FCDP is a performance-based award where the spending should be in accordance with performance. This review is for spending purposes only. Quarterly balance performance reports (BPR) are used for the performance data, the 599 report is used for spending data.

Spending Review Formula

- The percentage of actual new participants on the participant plan is determined.
- Performance percentage is compared to spending percentage from 599 targets in section 2.

Review

- The new participant performance is 34% above spending.
- SFSC will be submitting an amendment to adjust line items for projected spending.

Reference Charts

Spending Performance Through Q3					
Participant Type	Plan	Actual	Performance Percentage	Spending Percentage	Performance Over Spending Percentage
Adult	62	63			
Youth	48	50			
Totals	110	113	103%	69%	34%

Section 4. Amendments

CMG Indicators: 2.a.2: Prior Approval of Project Modifications

Citations: [200.308](#), [200.407](#)

FCDP Policies Project Award / Request for Application, Attachment E, Special Conditions for WIOA, Section 167 Project Awards Form, Fiscal Management, Project Amendments: [Green Book, Section B - Project Amendments](#), [2024-2025 Farmworker Career Development Program Request for Application](#)

Review

- 11/05/2024: Approval issued by email for award start date of 07/01/2024.
- 02/18/2025: Program amendment 1 reduced participant numbers due to natural disasters, from 70 to **62** adults and from 54 to **48** youth.

Section 5. Inventory Review

CMG Indicators: 1.b.6: Timely Equipment Purchases, 2.c.1: Insurance Coverage, 2.c.3: Equipment, 2.c.4: Rental or Leasing Costs for Property, 2.c.5: Supplies

Citations: [200.310](#), [200.313](#), [200.465](#), [200.314](#)

FCDP Policies:

Project Award / Request for Application, Attachment E, Special Conditions for WIOA, Section 167 Project Awards Form, Fiscal Management, Property Standards [2024-2025 Farmworker Career Development Program Request for Application](#), [REFERENCE GUIDE FOR STATE EXPENDITURES](#)

Review

- SFSC has no FCDP inventory over the \$1,000.00 threshold.

Section 6. Fiscal Technical Assistance

CMB Indicator 2.e.2: Progress Monitoring, 2.f.4: Subrecipient Monitoring

Citations: [200.329](#), [200.332\(f\)](#)

FCDP Policies: Project Award / Request for Application, Attachment E, Special Conditions for WIOA, Section 167 Project Awards Form, [2024-2025 Farmworker Career Development Program Request for Application](#)

Review

- 01/29/2025: Reduction of participants amendment assistance.
- 02/06/2025: FCDP Monitoring PY24-25 schedule and resources notification.
- 02/19-02/20/2025: Virtual Annual FCDP Conference.
- 03/06/2025: New FCDP Logo request to update old logo items and confirm by April 9, 2025.
- 03/19/2025: New USDOL drawdown requirement notification; must send justification email to comptroller's office and copy state office prior to drawing funds in FLAGS.
- 03/27/2024: Fiscal monitoring notification and request for entrance meeting 04/07/2025.
- 04/03/2025: Confirmation of logo updates received (Q4).

Section 7. Desk Top Results

CMB Indicator 3.a.1: Effectiveness and Efficiency of Operations, Indicator 2.e.2

Citation: [200.302](#), [200.303\(a\)](#), [200.400](#), [200.507](#), [200.514](#),

FCDP Policies: Project Award / Request for Application, Attachment E, Special Conditions for WIOA, Section 167 Project Awards Form, [2024-2025 Farmworker Career Development Program Request for Application](#), [Green Book](#)

Review

- No Commendations (Best practices).
- No Findings (Issue that violates federal or state statutes).
- No Concerns (Issue that could become a finding if it is not corrected).
- No Recommendations (For the process of improvements).

Julie Furlong, Program Specialist III

Date: 05/27/2025