

906 Lakeview Avenue Milford, DE 19963
Phone: (302) 422-1600

**AGENDA FOR MONDAY, JANUARY 25, 2021 AT 6:00 PM
REGULAR SCHOOL BOARD MEETING**

*Delaware Governor John Carney issued a proclamation on March 13, 2020 and a subsequent proclamation addressing school boards authorizing public bodies governed by 20 Del. C. §§ 10001 et. seg. to meet electronically due to public health threats caused by COVID-19. **As such, the Milford Board of Education will hold this meeting electronically and in-person (limited to 50 people, including board members and district staff) in the Milford High School Auditorium. Social distancing is required for all those attending in-person, and everyone must wear a face covering.***

Public may access this electronic meeting at the following link:

<https://milford.webex.com/milford/onstage/g.php?MTID=e2ef2e37de4e6ded057fb297e461d9bee>

Event password: board

To access the meeting via audio conference, members of the public may use the following information:

Dial in: 1-415-655-0001

Access code: 120 512 6883

It is anticipated that the board will open a regular session meeting and adjourn into executive session during the beginning portion of the meeting for the reasons identified below, then return to a regular session meeting at approximately 7:00 pm.

1. Call to Order by President

2. Roll Call

_____ Mr. R. Baltazar-Lopez

_____ Mr. K. Thompson

_____ Mr. D. Vezmar

_____ Mrs. R. Wiley

_____ Mrs. J. Wylie

_____ Mr. J. Miller

3. Adjournment to Executive Session Action Item

A. Personnel Matters – See 29 Del. C § 10004(b)(9)

1. Discussion of the personnel report and the competencies of staff recommended for hire.

B. Student Matters – See 29 Del. C § 10004(b)(6)

4. Return to Open Session (anticipated at 7:00 pm) Action Item

5. **Introduction of Visitors**
6. **Pledge of Allegiance**
7. **Approval of Minutes**
 - A. Regular Meeting Minutes for December 21, 2020 *Action Item*
8. **Changes to Agenda**
9. **Public Comment**
10. **Superintendent's Report**
 - A. Recognitions
11. **Temporary Area D Board Vacancy: Candidate Addresses the Board**
12. **Board Discussion**
 - A. Area D Board Member Appointment *Action Item*
 - B. DSBA Update
 - C. Review of Modification of Board Policy 5415 – K-12 School Dress Code Policy for 2020-2021 School Year *Action Item*
 - D. 2021-2022 School Choice Acceptance Report *Action Item*
 - E. Draft Revised Board Policy 1002 Family Involvement Policy *Action Item*
 - F. Draft Board Policy Introduced by Mr. Rony Baltazar-Lopez: Board Member Conflict of Interest – First Read
 - G. Draft Board Policy Introduced by Mr. Rony Baltazar-Lopez: Board Member Duties and Ethics – First Read
 - H. Draft Milford School District Proclamation Introduced by Mr. Rony Baltazar-Lopez: Proclaiming the Monthlong Celebration of Black History Month in February – First Read
13. **Business – Mrs. Sara Croce**
 - A. Revenue and Expenditure Reports as of December 31, 2020 *Action Item*
 - B. DDOE Financial Position Report *Action Item*
14. **Instruction and Student Programs**
 - A. Director of Student Learning – **Dr. Bridget Amory & Dr. Kate Marvel**
 1. Continuity of Learning Plan Update
 - a. Hybrid Update
 - b. Concurrent Teaching Model
 2. Summer Programming
 3. Elementary Math Pilot
 4. Access Testing
 5. *The Other Side of the Tracks* Film – Dr. Reba Hollingsworth and Mr. Tom Summers
 6. *The Music Man: Our Rootin' Tootin' Hero* Book – Mr. Joe Lear and Ms. Jenn Antonik
 7. Odyssey of the Mind
 8. Buccaneer Boat Project
 9. Freeman Arts Pavilion Student Activities
 10. Abbott's Mill PreK-Grade 5 Field Experiences

B. Director of Student Services – **Ms. Laura Manges**

1. Student Services Update

15. Buildings and Grounds – Mr. Mike Sharp

A. School Walkthroughs

16. Transportation – Mr. Jon LoBiondo

A. School Bus Transportation Updates

17. Personnel – Dr. Jason Peel

A. Personnel ***Action Item***

18. Adjournment *Action Item*****



MILFORD SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR BOARD MEETING – DECEMBER 21, 2020

Board Members

Mr. J. Miller – President
Mr. Baltazar-Lopez –V. President
Mr. K. Thompson
Mr. D. Vezmar
Mrs. R. Wiley
Mrs. J. Wylie
Dr. K. Dickerson, Exec. Secretary

Admin. Present

Dr. Peel
Dr. Amory
Mrs. Croce
Ms. Manges
Mr. Buford
Mr. Diaz
Mrs. Wallace
Mrs. McKenzie
Mr. Zoll
Dr. Kilgore
Mrs. Forrest
Dr. Stevenson

Public

S. Whaley
J. Griffin
T. Gerken
M. Sharp
J. Legg
K. Conway

Media: Brooke Schultz, DE State News, Terry Rogers, Milford Live

The Regular Meeting of the Milford Board of Education was called to order by President Miller at 6:01 PM on Monday evening, December 21, 2020.

ADJOURNMENT TO EXECUTIVE SESSION

MOTION MADE BY MRS. R. WILEY/SECONDED BY MR. THOMPSON to adjourn into Executive Session. **Motion carried unanimously.**

Returned to Open Session at 7:00PM.

INTRODUCTION OF VISITORS

PLEDGE OF ALLEGIANCE

APPROVAL OF MINUTES

MOTION MADE BY MR. THOMPSON/SECONDED BY MRS. J. WYLIE to approve the Regular Meeting Minutes for November 16, 2020 and December 8, 2020 as is. **Motion carried unanimously.**

SUPERINTENDENT'S REPORT

Recognitions

Dr. Dickerson congratulated 2020 Dental Poster Contest Awardees Jacob Denham (Mispillion Elementary) – Kent County Winner, Madison Bogan (Mispillion Elementary) – Sussex County Winner, Belinay Gungor (Mispillion Elementary) – Honorable Mention and Lindsay Mollura (Lulu Ross Elementary) – Honorable Mention.

Congratulations to Rebecca Wisniewski who will represent Milford High School in the state-level Poetry Out Loud Competition.

Thank you to staff who donated to the Pay it Forward Program led by Ms. Newsome and Mr. Evans. They were able to feed 24 families and many Seniors for Thanksgiving. Thank you to Dolce for supporting our students with toys, clothing, household items and financial donations. Thank you to Toys for Tots (Dover campus) who donated many toys for students and families in the district.

Congratulations to the following fall student-athletes for being named to the All-Henlopen Conference Teams:

Cross Country: Girls: Faith Mitchell – 1st Team, Brianna Thompson – 1st Team, Cassidy Willey – 1st Team
Boys: Conor Sylvester – Honorable Mention

Soccer (Boys): Luke Bogan – 1st Team (and 1st Team All-State and Top 11 – first MHS soccer player to be voted Top 11 in the state), Sam Dominguez – 1st Team (and 1st team All State), Manny Carranza – 1st Team (and 3rd team All State), Kirk Hammer – 1st Team, Shaun Chilton – 2nd Team, Aaron Sollie – 2nd Team, Luke Sollie – 2nd Team, Josiah Moore – Honorable Mention, Todd French – Henlopen Conference Coach of the

Year and State Coach of the Year

Volleyball: Shelby Ohlig – Honorable Mention

Football: Mason Sauers – 1st Team (and 3rd Team All-State), Rafael Mejia – 1st Team (and 3rd Team All-State), Marquis Gillis – 1st Team defense (and 1st Team All-State defense) and 2nd Team offense, Landen Hajek – 2nd Team, Shawn Saxon – Honorable Mention

Field Hockey: Summer Davis – 1st Team (and 1st Team All-State), Olivia Muir – 1st Team, Erin Dunlap – 2nd Team, Paige Reisinger – 2nd Team, Samie Jacona - Honorable Mention

Congratulations to the following fall student-athletes for being recognized Academic All-Henlopen Conference for their academic achievement while participating in athletics:

Volleyball: Shelby Ohlig

Soccer: Cannon Cline, Ben Hamilton, Kirk Hammer, Alex Mergner, Josiah Moore, Zane Wallace

Field Hockey: Summer Davis, Erin Dunlap, Madisyn Hitchens, Samie Jacona, Carley Mackert, Lila Mergner, Melissa Mesidor, Rylee Metzner, Olivia Muir, Paige Reisinger, Eve Sekscinski, Avery Villalobos

Cross Country: Spencer Warren, Anya Phillips, Jorja Willey, Cassidy Willey, Dhvit Shah

Football: Desmond Aladuge, Benjamin Gusciora, Matthew Hague, DenNare Horsey, Aston Hudson, John Hudson, George Hufnagel, Shawn Saxon, Aaron Sivels, Bryce Wells

Dr. Dickerson recognized the MHS Drama Club for their outstanding performance with their virtual fall production “Tragedians Anonymous”. Dr. Dickerson recognized Ms. Meiklejohn, Theatrical Director, and Mrs. Snyder, Theatrical Producer, for their leadership of the performance and MHS Drama Club students Jocelyn Argo, Bella Caraballo, Ace Davis, Lya Davis, Will Evans, Jakob Faulkner, Abby Lincoln Madison Long, Jacqueline Matias Morales, Keyla Natareno, Hailey Nielson, Samara Noble, Daimi Roblero-Santizo, Ireland Stump, Zach Stutzman, Mystery Villa-Parson, Damon Wills, Rebecca Wisniewski and Mia Demby. The MHS Drama Club also was recognized for an excellent virtual performance, “How the Grinch Stole Christmas”, for elementary students. Performers highlighted were Mary Argo, Zachariah Stuzman, Paige Thompson and Rebecca Wisniewski.

Thank you to Hertrich for their donation of \$3,500 for a Mini-Buccaneer Boat Project. This project will launch a ship in the ocean with GPS trackers that will allow students to collect and monitor various data.

BUSINESS

Revenue and Expenditure Report

MOTION MADE BY MR. VEZMAR/SECONDED BY MRS. R. WILEY to approve the Revenue and Expenditure Reports for month ending November 30, 2020. **Motion carried unanimously.**

Certificate of Necessity Update

MSD received the final signed Certificate of Necessity (CN) from the Delaware Department of Education (DDOE) and the project will be included in the state's FY22 Bond Bill. The funding is delayed until FY23 and the district, along with other districts, has requested that the state allow the CN to be good for two years.

INSTRUCTION AND STUDENT PROGRAMS

Student Learning

Dr. Amory submitted a draft of an updated Board Policy 1002 Family Involvement Policy for the Board's first read. As a Title I district, this policy is a federal requirement.

Student Services Update

Ms. Manges presented regarding DDOE's annual identification of findings relative to indicators associated with disproportionate representation of students with disabilities. Ms. Manges also provided an overview of the district's December 1st Count for students with disabilities. Mr. Miller stated that Ms. Manges and the Student Services team are doing a phenomenal job.

ADMINISTRATIVE SERVICES

Ross Asbestos Abatement

Dr. Stevenson sought approval for the final half of the Ross Asbestos Abatement project. Minor capital improvement money will be used to complete this project.

MOTION MADE BY MRS. R. WILEY/SECONDED BY MRS. J. WYLIE to approve the Asbestos Abatement for Ross Elementary as presented. **Motion carried unanimously.**

The Board wished Dr. Stevenson a happy retirement and thanked him for his service.

BOARD DISCUSSION

DSBA Update

Mr. Miller reported that DSBA did not have a regular meeting. DSBA will be offering virtual trainings for Board members. Mr. Baltazar-Lopez reported that the Legislative Committee did not have a recent meeting.

Open Area D Board Position

MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MR. VEZMAR to move forward with the process to appoint a Temporary Board Member for Area D. **Motion carried unanimously.**

PERSONNEL

RECOMMEND FOR EMPLOYMENT – TEMPORARY CONTRACT*

MCCLARIN, Arianna

Central – Social Studies Teacher

Effective: TBD

SMITH, Jacqueline

High – Secondary School Counselor

Effective: TBD

RECOMMEND FOR EMPLOYMENT*

CROWSON, Troy

Banneker – Safety Monitor

Effective: January 11, 2021

BAILEY, Lorenza

High School – Chief Custodian (Temporary Position)

Effective: January 4, 2021

RECOMMEND FOR EMPLOYMENT - READING TUTOR*

Recommend for employment contingent upon funding and enrollment:

Mispyllion

BEYARD-KING, Gail

TRANSFER

AYERS, Patricia

From Central Academy Health Sciences Teacher to Mispyllion School Nurse

Effective: TBD

RETIREMENT

DONOVAN, Mark

Morris – Night Lead Custodian/Fireman

Effective: June 1, 2021

Service to MSD: 21 years

RECOMMEND FOR EMPLOYMENT- 2020 – 2021 LIMITED CONTRACTS

Ross Instructional Coach, 5th Grade

KNOTTTS, Tina/DAVIS, Michele

*Employment at Milford School District is contingent upon employment verification, education and other credential verifications, the receipt of satisfactory criminal background and child protection registry checks, and adherence to Milford School District policies.

MOTION MADE BY MRS. R. WILEY/SECONDED BY MR. THOMPSON that the Board approve the Personnel Report as presented with amendment. **Motion carried unanimously.**

ADJOURNMENT

MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MRS. J. WYLIE that the Regular Meeting of the Milford Board of Education held on Monday, December 20, 2020 adjourn at 7:52PM. **Motion carried unanimously.**

Kevin Dickerson, Executive Secretary

Edna Rust, Recording Secretary

DRAFT

**MILFORD SCHOOL DISTRICT
MODIFICATION OF POLICY 5415 – K-12 SCHOOL DRESS CODE POLICY
2020-2021 SCHOOL YEAR**

MILFORD SCHOOL DISTRICT SCHOOL DRESS CODE

Milford School District School Dress Code Policy Statement: This school dress code policy will supersede any and all previous dress code policies for the 2020-2021 school year only. **This policy is only in effect for the 2020-2021 school year and is to be reviewed at the January 2021 Board Meeting.**

The required style of dress must be worn to enter the building on a normal school day from entry to dismissal unless otherwise authorized by Administration.

Approved dress code bottoms include: Khaki style pants, jeans, walking shorts, capris, skorts, skirts (no slits), jumpers or dresses. Cotton and/or corduroy are acceptable.

1. No stretch apparel, leather or sheer materials should be worn.
2. Shorts, skorts, skirts, jumpers or dresses must be to the knee or longer in length.
3. A solid color belt, for secondary students only, must be worn if pants or shorts have belt loops.
4. Clothing items must be worn at the natural waist.
5. Solid color leggings, tights or nylons may be worn under skirts that are no shorter than the knee.
6. Chains, wallet chains and spiked jewelry are not permitted.
7. Cut-off pants and pants with holes are not permitted.

Approved dress code tops include: Collared Polo Shirts, Crewneck Tops (including t-shirts), Turtleneck Tops or Hooded Tops.

1. Approved dress code tops must be solid in color. They must be short or long sleeve. No sleeveless dress code tops. Button down, oxford style shirts are permitted.
2. Only the top button of button down dress code tops can be unbuttoned.
3. Anything designated as an undergarment (except t-shirts), camisoles, for example, cannot be revealed.
4. No skin or undergarments should be visible between the waistband of the pants and the bottom of the shirt.
5. Dress code tops may have a small emblem on the left chest.
6. Solid colored crewneck and hooded sweatshirts, pullovers or polar fleece jackets with or without a zipper may be worn. Students wearing approved hooded apparel must keep the hood down, off of their head, while in the school building.
7. Pullover V-neck, crewneck, button down or zippered cardigan sweaters may be worn over a polo or crewneck shirt.
8. Appropriate physical education attire is determined by the physical education teacher.
9. Athletic gear and presentation of lettering or an emblem associated with Milford School

District, schools of the Milford School District or colleges are acceptable on approved dress code tops.

10. Cut-offs and holes are not permitted on any clothing. Hats, head coverings (except for religious practices and face coverings following state and district guidelines), visors, bandanas, combs/picks and sunglasses (except with a doctor prescription) may not be worn in the building. Scarves, ties, and bowties are acceptable.
11. Clothing or other personal adornments or embellishments that are disruptive, unsafe or interfere with the regular operations of school are expressly prohibited during school hours and during school functions. Clothing, footwear, jewelry, or adornments must not be obscene, vulgar, nor ethnically, culturally, or sexually offensive. Sacrilegious prints, gang-related identification, apparel, or paraphernalia, suggestions or depictions of violence, drug or alcohol use, tobacco/smoking and/or may illegal activities not be worn or displayed.

Footwear

1. Students must wear appropriate footwear at all times as designated by the school Administrators. No shoes with wheels or bedroom slippers are permitted. New students who have not been previously enrolled in the Milford School District will have (5) school days from their enrollment date to come into compliance with the uniform policy.

Any questions concerning this policy, please contact your student's school.

BOARD APPROVED: 8/17/20

MILFORD SCHOOL DISTRICT
MILFORD, DELAWARE 19963

**SCHOOL CHOICE
SCHOOL YEAR 2020-2021**

We currently have (66) applicants. Of the (66), there are (2) who are residents of the Milford School District requesting a transfer for another school within the district. Of the (64) remaining non-residents requesting to attend our schools (36) were enrolled in the Milford School District during the 2020-2021 school year, (18) are new applicants to the district and (11) are kindergarten applications. Of the (66) applications (11) did not successfully complete the application process.

The administration recommends that all Milford School District school choice applications as presented below be approved as of this date. The administration additionally will be permitted to act on “Good Cause” applications as they arise. Consideration will be given to school enrollments as well as the circumstances involving any late applications.

Morris Early Childhood Center - 11 applicants

Accept (11) – Kindergarten

Banneker Elementary School - 10 applicants

Accept (9) - 1st grade

Incomplete Application (1)

Lulu M. Ross Elementary School – 9 applicants

Accept (4) – 1st grade

Accept (1) – 4th grade

Accept (1) – 5th grade

Denied (1) – 2nd grade

Incomplete Application (2)

Misphillion Elementary School – 4 applicants

Accept (3) – 1st grade

Accept (1) – 6th grade

Milford Central - 14 applicants

Accept (12) - 6th grade

Incomplete Applications (2)

Milford High School - 18 applicants

Accept (10) - 9th grade

Accept (1) – 11th grade

Accepted on Probation (1) – 9th grade

Incomplete Applications (6)

PARENT AND FAMILY ENGAGEMENT

In support of strengthening student academic achievement, Milford School District receives Title I, Part A funds and therefore must jointly develop with, agree on with, and distribute to parents and family members of participating children a written parent and family engagement policy that contains information required by Section 1116(a)(2) of the Every Student Succeeds Act (ESSA). The policy establishes the Local Education Area's (LEA) expectations and objectives for meaningful parent/family engagement and describes how the LEA will implement a number of specific parent/family engagement activities, and it is incorporated into the LEA's plan submitted to the Delaware Department of Education.

The Milford School District agrees to implement the following requirements as outlined by Section 1116 of the ESSA:

The school district will put into operation programs, activities, and procedures for the engagement of parents/family members in all its schools with Title I, Part A programs. These programs, activities, and procedures will be planned and operated with meaningful consultation with parents/family members of participating children.

The school district will work with its schools to ensure that the required school-level parent/family engagement policies meet the requirements of Section 1116(b) of the ESSA, and each include as a component a school-parent/family compact consistent with federal law.

In carrying out the Title I, Part A parent/family engagement requirements to the extent practicable, the school district and its schools will provide full opportunities for the participation of parents/families with limited English proficiency, limited literacy, disabilities, of migratory children, who are economically disadvantaged, or are of any racial or ethnic minority background, including providing information and school reports required under Section 1111 of the ESSA in an understandable and uniform format including alternative formats upon request and, to the extent practicable, in a language parents/families understand.

If the LEA plan for Title I, Part A, developed under Section 1112 of the ESSA, is not satisfactory to the parents/families of participating children, the school district will submit any comments with the plan when the school district submits the plan to the state Department of Education.

The school district will be governed by the following definition of parental/family involvement and engagement and expects that its Title I schools will carry out programs, activities, and procedures in accordance with this definition in Section 8101 of the ESSA:

Parent/Family engagement means the participation of parents/families in regular, two-way, and meaningful communication involving student academic learning and other school activities, including ensuring:

- (A) Parents/Families play an integral role in assisting their child's learning
- (B) Parents/Families are encouraged to be actively involved in their child's education at school
- (C) Parents/Families are full partners in their child's education and are included, as appropriate, in decision-making and on advisory committees to assist in the education of their child
- (D) Other activities are carried out, such as those described in Section 1116 of the ESSA

REQUIRED LEA PARENT AND FAMILY ENGAGEMENT POLICY COMPONENTS include:

- Annual parent / family survey available in multiple languages
- Parent / family participation in school strategic planning, for every school on an annual basis.
- Regular meetings of District Family Engagement Committee members
- Involvement of parent / family members in advisory task forces, such as Positive Behavior Supports committees, strategic planning, school calendar, district dress code task force, and other initiatives

JOINTLY DEVELOPED

The Milford School District will involve parents/family members in jointly developing its LEA plan under Section 1112, and the development of support and improvement plans under paragraphs (1) and (2) of Section 1111(d) of the ESSA:

- (A) Establish effective communication methods between home and school
- (B) Share and receive feedback from volunteer parents/family members representative of our district population
- (C) Offer surveys as a vehicle to share voice and collect data
- (D) Provide opportunities for parents/families to solicit ideas and support regarding engagement with our schools

TECHNICAL ASSISTANCE

The Milford School District will provide the following coordination, technical assistance, and other support necessary to assist and build capacity of all Title I, Part A schools in planning and implementing effective parent/family engagement activities to improve student academic achievement

and school performance, which may include meaningful consultation with employers, business leaders, and philanthropic organizations, or individuals with expertise in effectively engaging parents and family members in education:

- (E) Provide ongoing learning opportunities for parents/family members to learn about programs
- (F) Provide ongoing opportunities to showcase student work and performances
- (G) Provide opportunities to engage with community organizations

ANNUAL EVALUATION

The Milford School District will take the following actions to conduct, with the meaningful engagement of parents/family members, an annual evaluation of the content and effectiveness of this parent/family engagement policy in improving the academic quality of its Title I, Part A schools. The evaluation will include identifying barriers to greater participation by parents/families in activities (with attention to those who are economically disadvantaged, are disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background). The evaluation will also include identifying the needs of parents/family members to assist with the learning of their children, including engaging with school personnel and teachers and strategies to support successful school and family interactions. The school district will use the findings of the evaluation about its parent and family engagement policy to design evidence-based strategies for more effective parental/familial engagement, and to revise, if necessary, its parent/family engagement policies. Strategies include:

- (H) Share and receive feedback from volunteer parents/family members representative of our district population
- (I) Offer surveys as a vehicle to share voice and collect data
- (J) Provide opportunities for parents/families to solicit ideas and support regarding engagement with our schools

RESERVATION OF FUNDS

The Milford School District will involve the parents/family members of children served in Title I, Part A schools in decisions about how the 1 percent of Title I, Part A funds reserved for parent and family engagement is spent and will ensure that not less than 90 percent of the 1 percent reserved goes directly to Title I schools.

- (K) An annual joint meeting with the district Budget Oversight Committee will provide opportunity to report out budget priorities and requirements of all federal title programs
- (L) Regular monthly reports regarding the district revenue and expenditures are shared at regular school board meetings

COORDINATION OF SERVICES

The Milford School District will coordinate and integrate parent/family engagement strategies with parent/family engagement strategies, to the extent feasible and appropriate, with other relevant

Federal, State, and local laws and programs that encourage and support parents in more fully participating in the education of their children by:

- (M) Engage early childhood centers throughout our community
- (N) Engage adult education programming opportunities throughout our community
- (O) Foster dual enrollment partnerships with higher education institution
- (P) Foster community partnerships to support student internships and future employment

BUILDING CAPACITY OF FAMILIES

The Milford School District will, with the assistance of its Title I schools, build family capacity for strong family engagement by providing materials and training on such topics as literacy training and using technology (including education about the harms of copyright piracy) to help parents/families work with their children to improve their children's academic achievement. Assistance will also be provided to parents/families in understanding the following topics:

- The challenging academic standards
- The required academic assessments including alternate assessments
- The requirements of Title I, Part A
- How to monitor their child's progress
- How to work with educators

BUILDING CAPACITY OF SCHOOL STAFF

The Milford School District, with the assistance of its schools and parents/families, will educate and engage its district wide staff on specialized instructional support and other methods to engage with parents/families using parent/family expertise and skill sets, to contribute to the overall success of every student by:

- (Q) Sharing and receiving feedback from volunteer parents / family members representative of our district population via meetings, surveys, workshops, webinars, etc.
- (R) Providing annual meeting opportunity for parents / families to engage with members of Milford Education Association (MEA)
- (S) Establishing effective communication methods between home and school

ADOPTION

The Parent and Family Engagement Policy has been developed jointly and agreed on with parents and family members of children participating in Title I, Part A programs. This policy was adopted by the Milford School District on January 25, 2021 and will be made available to all parents of participating Title I, Part A children.

ADOPTED:

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

XXXX

BOARD MEMBER CONFLICT OF INTEREST

The Milford School District Board of Education recognizes that public office is a trust created in the interest of the common good and for the benefit of the people. To maintain that trust, the Board shall act in ways consistent with federal and state laws and State Board of Education policies and regulations, as well as its own policies and regulations. Furthermore, members of the Board shall avoid conflicts of interest and any appearance of impropriety in order to devote themselves with integrity and singleness of purpose to the general public interest.

For the purposes of this policy, conflicts of interest regarding pending board action are those in which a board member has derived or will derive, either directly or indirectly, a private benefit that is either pecuniary or personal in nature or matters concerning persons known by a board member such that the board member believes that he/she is unable to render an impartial decision as a result of that relationship.

In the event a board member has a conflict of interest regarding an item requiring Board action, he/she shall disclose such conflict of interest to the Board prior to discussion and the vote. Moreover, he/she shall not participate in any discussion regarding the item and shall abstain from voting.

ADOPTED:

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

XXXX

BOARD MEMBER DUTIES AND ETHICS

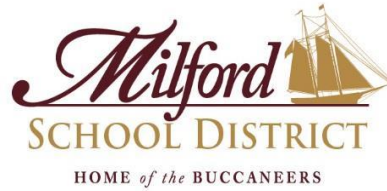
Members of the Milford School District Board of Education will carry out their duties with integrity and discretion for the benefit of the Milford School District.

All statements and actions while the Board is in session will become a part of the official record. Board members will be ever mindful that they represent the community. Therefore, all members of the Milford School District Board of Education shall subscribe to the following ethical beliefs:

- Recognize that the primary function of the Board is to establish the policies by which the District is administered, and that the administration of the educational program and the conduct of District business will be left to the Superintendent.
- Recognize that Board members have no legal authority individually outside the meets of the Board.
- Commit to uphold applicable statutes, laws, administrative codes, policies, and governance when fulfilling Board member duties.
- Avoid being placed in a position of conflict of interest and using Board title for personal or partisan gain.
- Demonstrate integrity and respect to all members of the Board, staff, residents, and to all students of the District.
- Seek consensus with all members of the Board, staff, students, and residents of the District at all times by promoting peaceful and meaningful discussions while respecting the majority decision as the decision of the Board.
- Operate executive sessions in full accordance with the Freedom of Information Act (FOIA), maximizing the trust of the school community and maintaining required confidentiality.
- Demonstrate competence by seeking to educate oneself on all issues affecting the District and ensuring that when there is no clarity, one will make the best decision based on the information presented at the time.

- Make decisions based on the educational welfare of all children in the District regardless of socioeconomic status.
- Be inclusive by ensuring that all goal setting, policy making, evaluation, and governance is best for all students of the District.
- Welcome and encourage active participation by residents, organizations, and the media in the District with respect to establishing policy on current building operations and proposed future development.
- Be accountable by informing community members about the schools and the resources needed to provide quality schools.

ADOPTED:



**MILFORD SCHOOL DISTRICT PROCLAMATION:
PROCLAIMING THE MONTHLONG CELEBRATION OF
BLACK HISTORY MONTH
IN FEBRUARY**

WHEREAS, in 1915, Dr. Carter Godwin Woodson, noted Black scholar and son of former slaves, founded the Association for the Study of African American Life and History and initiated Black History Week on February 12, 1926; and

WHEREAS, during Black History Month, we celebrate the many achievements and contributions, made by Black Americans to Delaware and the United States' economic, cultural, spiritual, and political development; and

WHEREAS, Black History Month is a time for all Americans to remember the stories, teachings, suffering, and struggles of Black Americans who gave a voice to the daily struggles for freedom, equality, diversity, equity and inclusion; and

WHEREAS, 24.90 percent of enrolled students identify as Black Americans, and the population of Black American students continues to increase; and

WHEREAS, 5.95 percent of educators in the Milford School District identify as Black; 32.84 percent of instructional support educators identify as Black; 12.12 percent of staff educators identify as Black; and 6.67 percent of school leaders identify as Black; and

WHEREAS, 92.31 percent of Black students in the 2019-2020 four-year cohort graduated; and

WHEREAS, in 1954, a group then-tenth grade African Americans known as "The Milford Eleven" became the first Black students at Milford High School, following the Supreme Court's Brown v. Board of Education landmark decision that ended "separate but equal"; and

WHEREAS, not even a month later, the Delaware Supreme Court ruled that the Milford School District had acted legally but too quickly to integrate its schools; and

WHEREAS, The Milford Eleven students were transferred out of Milford High School soon thereafter; and

WHEREAS, amends have been made with The Milford Eleven when the Milford School District presented them with honorary degrees in May 2012; and

WHEREAS, we cannot ignore nor erase the consequences of our country's long and unfortunate history of violence, of discrimination, and of deprivation of Blacks, but we can commit to working together for a brighter future; and

WHEREAS, because of their determination, hard work, intelligence and perseverance, Black Americans have made valuable and lasting contributions to Milford School District, the City of Milford, the State of Delaware, and the United States, achieving exceptional success in all aspects of society, including business, education, politics, science, and the arts; and

WHEREAS, the Milford School District collaborates and partners with community-based organizations to further its efforts of forming strong relationships in a culturally appropriate way and to provide feedback and guidance to district leaders on improving outcomes and providing opportunities for Black Americans and multiracial youth in the District; and

WHEREAS, the Milford School District strives to create an educational environment where all students can benefit equally from the educational programs offered; and

WHEREAS, the Milford School District continues to work towards eliminating the racial predictability and disproportionality on all aspects of education;

WHEREAS, during Black History Month, we focus on the crucial role of education in the history of Black Americans; and

NOW, THEREFORE, the Milford School District hereby proclaims February 1st through February 28th, 2021, to be

BLACK HISTORY MONTH
in the Milford School District

BE IT FURTHER RESOLVED that the Milford School District Board of Education strongly encourages our staff and community to observe, recognize, and celebrate the culture, heritage, and contributions of Black Americans to our country, our state, our cities, and our schools.

Signed:

Jason Miller, President

Rony Baltazar-Lopez, Vice President

Kristopher Thompson, Board Member

David Vezmar, Board Member

Renate Wiley, Board Member

Jean Wylie, Board Member

Kevin A. Dickerson, Superintendent

Milford School District
Monthly Report of Expenditures
For the month ended December 31, 2020

Operating Unit	Budget Line	Final Budget		Encumbered	Expended	Budget Remaining	% Remaining
		Amount					
9180668A	Benjamin Banneker Elementary School	\$ 51,943.50		3,427.16	3,724.11	\$ 44,792.23	86.23%
9180670A	Evelyn I. Morris Early Childhood Center	\$ 51,167.45		1,725.04	14,048.58	\$ 35,393.83	69.17%
9180672A	Lulu M. Ross Elementary School	\$ 69,666.00		3,596.85	11,882.43	\$ 54,186.72	77.78%
9180673A	Mispyllion Elementary School	\$ 53,412.30		1,808.23	8,701.46	\$ 42,902.61	80.32%
9180675A	Milford Central Academy	\$ 110,199.10		2,848.71	24,036.83	\$ 83,313.56	75.60%
9180678A	Milford Senior High School	\$ 134,600.13		15,263.72	19,935.72	\$ 99,400.69	73.85%
99900000	Board Of Ed/District Expenses	\$ 9,000.00		-	7,831.00	\$ 1,169.00	12.99%
	School Resource Officer	\$ 165,000.00		-	152,769.50	\$ 12,230.50	7.41%
99900100	Legal Services, Audit and Insurance Premiums	\$ 180,000.00		32,635.56	9,992.19	\$ 137,372.25	76.32%
99900300	District Expenditures	\$ 35,000.00		-	3,985.98	\$ 31,014.02	88.61%
	School Safety and Security	\$ -				\$ -	
	Public Relations and Communication	\$ 3,000.00		2,078.03	6,827.78	\$ (5,905.81)	-196.86%
	Copy Center (District Wide)	\$ 98,500.00		58,536.07	38,218.73	\$ 1,745.20	1.77%
	Student Emergency Fund	\$ 4,000.00				\$ 4,000.00	100.00%
99910100	Superintendent	\$ 1,500.00		289.46	370.81	\$ 839.73	55.98%
99920000	World Language Immersion (State Grant)	\$ 30,000.00		-	-	\$ 30,000.00	100.00%
	Educator Accountability (State Grant)	\$ 1,044.58		-	-	\$ 1,044.58	100.00%
	Student Success Block Grant (Reading)	\$ 159,276.00		-	94,667.15	\$ 64,608.85	40.56%
	Opportunity Grant Mental Health	\$ 255,225.00		-	22.39	\$ 255,202.61	99.99%
	Education Opportunity Grant	\$ 906,951.00		-	223.60	\$ 906,727.40	99.98%
	Summer School	\$ 30,000.00		-	21,859.83	\$ 8,140.17	27.13%
	Translators	\$ 20,000.00		-	2,905.90	\$ 17,094.10	85.47%
	Extra Time Programs	\$ 30,000.00		-	-	\$ 30,000.00	100.00%
	Curriculum and Instruction	\$ 244,200.00		-	39,329.96	\$ 204,870.04	83.89%
99920700	Athletics - High School	\$ 170,000.00		3,515.51	37,694.84	\$ 128,789.65	75.76%
	Athletics - Milford Central Academy	\$ 30,000.00		-	6,115.20	\$ 23,884.80	79.62%
99920800	Driver's Education	\$ 16,172.00		-	10,268.49	\$ 5,903.51	36.50%
99930200	Tuition - Special Services	\$ 584,500.00		11,844.19	96,543.68	\$ 476,112.13	81.46%
	Tuition - Special Services - ILC	\$ 285,500.00		652.91	162,213.54	\$ 122,633.55	42.95%
	Unique Alternatives (State Funds)	\$ 394,996.88		27,303.10	156,260.22	\$ 211,433.56	74.06%
99930300	Special Services	\$ 49,000.00		11,575.17	20,986.93	\$ 16,437.90	33.55%
	Student Success Block Grant (K-3 Basic)	\$ 119,274.00		-	-	\$ 119,274.00	
	Special Services - State Related Services	\$ -		55,208.00	23,005.64	\$ (78,213.64)	
99940100	Contingencies and One-Time Items	\$ 300,000.00		-	-	\$ 300,000.00	100.00%
99940200	Division I/Formula Salaries	\$ 26,730,305.05		-	16,221,426.71	\$ 10,508,878.34	39.31%
99940300	Division II - Vocational	\$ 103,868.00		-	686.43	\$ 103,181.57	99.34%
99940400	Division III/Local Salaries	\$ 10,750,000.00		-	5,404,408.52	\$ 5,345,591.48	49.73%
	Union agreed Limited Contracts	\$ 365,000.00		-	170,452.72	\$ 194,547.28	53.30%
99940500	Title I	\$ 1,909,792.00		12,577.07	213,511.52	\$ 1,683,703.41	88.16%
	Title II	\$ 351,701.00		-	-	\$ 351,701.00	100.00%
	Title III	\$ 54,120.00		-	376.24	\$ 53,743.76	99.30%
	IDEA Part B	\$ 1,086,566.00		-	-	\$ 1,086,566.00	100.00%
	IDEA Preschool	\$ 53,718.00		-	-	\$ 53,718.00	100.00%
	Perkins	\$ 162,937.21		7,936.64	30,511.18	\$ 124,489.39	76.40%
	Homeless	\$ -		-	-	\$ -	
	Other Federal Grants	\$ -		-	-	\$ -	
99940600	Insurance Expense	\$ 94,324.00		-	15,474.00	\$ 78,850.00	83.59%
99940700	Social Studies Coalition/Donations	\$ 107,000.00		181.79	21,995.32	\$ 84,822.89	79.27%
99940810	Technology Equipment & Repair	\$ 272,800.00		16,177.22	124,695.93	\$ 131,926.85	48.36%
	Technology Block Grant	\$ 106,916.00		-	12,555.00	\$ 94,361.00	88.26%
99940900	Tuition Reimbursement - Administration	\$ 15,000.00		-	-	\$ 15,000.00	100.00%
	Tuition Reimbursement	\$ 60,000.00		-	-	\$ 60,000.00	100.00%
99950000	Personnel/Human Resources	\$ 10,000.00		289.46	1,505.88	\$ 8,204.66	82.05%
99960000	Child Nutrition Operations	\$ 2,070,000.00		36,716.58	852,892.45	\$ 1,180,390.97	57.02%
	Cafeteria Salaries	\$ 594,271.00		-	318,966.22	\$ 275,304.78	46.33%
99960100	Facilities Maintenance	\$ 90,000.00		1,715.04	22,836.94	\$ 65,448.02	72.72%
	Custodial Services and Supplies	\$ 90,000.00		5,635.79	18,372.16	\$ 65,992.05	73.32%
99960200	Operations and Utilities	\$ 304,500.00		10,958.24	101,885.52	\$ 191,656.24	62.94%
	Energy Division II	\$ 777,159.00		191,845.65	133,804.35	\$ 451,509.00	58.10%
99960300	State Transportation	\$ 3,075,579.02		357,860.88	1,168,989.12	\$ 1,548,729.02	50.36%
	State Homeless Transportation	\$ 393,131.98		165,780.27	16,732.53	\$ 210,619.18	53.57%
	State Foster Transportation	\$ 61,377.00		16,565.50	8,434.50	\$ 36,377.00	59.27%
	Transportation Supplies	\$ 1,000.00		442.44	317.88	\$ 239.68	23.97%
99960400	Transportation Internal Budget (Local)	\$ 23,000.00		-	21,002.29	\$ 1,997.71	8.69%
	Local Activities Transportation	\$ 3,000.00		-	-	\$ 3,000.00	100.00%
	Local Homeless Transportation Match	\$ 43,681.33		18,420.03	1,859.17	\$ 23,402.13	53.57%
	Local Transportation Match	\$ 341,251.14		39,762.32	147,657.68	\$ 153,831.14	45.08%
Total Operating Budget		\$ 54,695,125.67		\$ 1,115,172.63	\$ 26,005,772.75	\$ 27,574,180.29	50.41%
99970000	Local Debt Service	\$ 1,225,976.67		-	663,922.50	\$ 562,054.17	45.85%
99970200	Minor Capital Improvements	\$ 615,352.00		-	-	\$ 615,352.00	100.00%
Total Capital Budget		\$ 1,841,328.67		\$ -	\$ 663,922.50	\$ 1,177,406.17	63.94%
Grand Total		\$ 56,536,454.34		\$ 1,115,172.63	\$ 26,669,695.25	\$ 28,751,586.46	50.85%

Note: Budgets are based on the preliminary budget allocations as voted by the MSD Board of Education
Items highlighted in blue are restricted expenditures. Funds must be used for specific purpose per funding guidelines.

MILFORD SCHOOL DISTRICT
Fiscal Year 2021 Monthly Revenue Report
As of December 31, 2020
50.0% of the Fiscal Year completed

REVENUE SOURCE	Preliminary FY 2021 Budget	Actual to date	% received
STATE FUNDS			
Formula Salaries	26,730,305.05	27,468,642.00	102.76%
Cafeteria Salaries	594,271.00	594,271.00	100.00%
Division II, All Other Costs	182,770.00	137,966.00	75.49%
Division II, All Other Costs - VOC	103,868.00	77,901.00	75.00%
Division II, Energy	777,159.00	788,951.00	101.52%
Division III, Equalization	5,639,274.00	5,081,779.00	90.11%
State Transportation	3,075,579.02	2,893,867.61	94.09%
Homeless Transportation	393,131.98	196,566.00	50.00%
Foster Care Transportation	61,377.00	30,689.00	50.00%
Transportation Supply	1,000.00	1,000.00	100.00%
Related Services Cash Option	-	88,794.00	
Drivers' Education	16,172.00	19,113.00	118.19%
Unique Alternatives	394,996.88	485,089.95	122.81%
Professional Development	-	41,904.00	
Delaware Sustainment Fund	782,899.46	717,857.00	91.69%
Academic Excellence Cash Option	-	-	
Technology Block Grant	106,916.00	108,554.00	101.53%
Educator Accountability (CPR)	1,044.58	-	0.00%
World Language Expansion	30,000.00	30,820.00	102.73%
Education Opportunity Grant	906,951.00	453,476.00	50.00%
Education Opportunity Grant - Mental Health	255,225.00	114,802.00	44.98%
Student Success Block Grant - K-3	119,274.00	119,274.00	100.00%
Student Success Block Grant - Reading	159,276.00	162,134.00	101.79%
Child Safety Awareness	-	5,062.00	
School Safety and Security	-	-	
Substitute Reimbursement- Paid Parental Leave	-	-	
Year Long Residency	-	83,622.15	
Minor Capital Improvements	369,211.00	-	0.00%
Major Capital Improvements	-	-	
TOTAL STATE FUNDS	40,700,700.97	39,702,134.71	97.55%
LOCAL FUNDS			
Current Expense (tax rate)	8,200,000.00	8,166,385.06	99.59%
Current Expense (capitations)	200.00	56.70	28.35%
Athletics	40,000.00	-	0.00%
Interest	325,000.00	243,004.87	74.77%
Building Rental	36,000.00	1,750.00	4.86%
Other Local Revenue	18,500.00	6,113.09	33.04%
Sol - Systems	1,500.00	671.79	44.79%
Energy Curtailment	15,000.00	-	0.00%
CSCR	35,000.00	3,838.25	10.97%
Indirect Costs	85,000.00	39,487.93	46.46%
Cafeteria	2,070,000.00	444,863.54	21.49%
Net Choice Billings	(95,969.94)	(167,756.31)	174.80%
Net Charter Billings	(130,070.62)	(165,738.76)	127.42%
Tuition Billings	(1,960,000.00)	(1,280,623.07)	65.34%
Social Studies Coalition/Donations	107,000.00	50,303.23	47.01%
Debt Service	1,260,000.00	1,254,999.22	99.60%
Debt Service - County Impact Fees	78,343.00	62,702.13	80.04%
Tuition	2,825,000.00	2,722,776.38	96.38%
Minor Capital Improvements	246,141.00	266,488.35	108.27%
E-Rate	9,350.00	-	0.00%
Education Opportunity Match	-	-	
Extra Time Local Match	-	-	
Reading and Match Specialist Match	-	-	
Technology Maintenance Match	-	-	
Major Capital Improvements	-	-	
TOTAL LOCAL FUNDS	13,165,993.44	11,649,322.40	88.48%
FEDERAL FUNDS			
IDEA Part B	1,086,566.00	1,126,652.00	103.69%
IDEA - Preschool	53,718.00	55,709.00	103.71%
Title I	1,909,792.00	1,973,009.00	103.31%
Title II	351,701.00	353,387.00	100.48%
Title III English Acquisition	54,120.00	64,917.00	119.95%
Education for the Homeless	-	-	
Perkins	162,937.21	125,895.00	77.27%
TOTAL FEDERAL/OTHER FUNDS	3,618,834.21	3,699,569.00	102.23%
GRAND TOTAL ALL FUNDS	57,485,528.62	55,051,026.11	95.77%

Financial Position Report

as of 31-December-2020

Forecast Period: Q3-2021

District: Milford

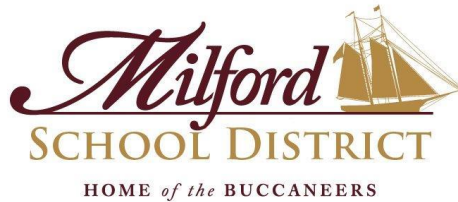
Description	Actual Unencumbered	Encumbered	Projected Income 1/1 to 3/31	Projected Available Income through 3/31		Projected Salary 1/1 to 3/31	Projected Non- Salary 1/1 to 3/31	Projected Expenditures 1/1 to 3/31	Projected Available Balance 3/31		Revenue Projection 4/1 to 6/30	Salary Projection 4/1 to 6/30	Non-Salary Projection 4/1 to 6/30	Projected Balance on 6/30	Projected 1 month Local Payroll
Local Expenses	\$23,072,307.50	\$221,706.25	\$325,000.00	\$23,619,013.75		\$2,400,000.00	\$226,135.72	\$2,626,135.72	\$20,992,878.03		\$325,000.00	\$2,400,000.00	\$237,251.63	\$18,680,626.40	\$800,000.00
Div II	\$611,511.64	\$239,368.09	\$736,000.00	\$1,586,879.73		\$0.00	\$370,642.90	\$370,642.90	\$1,216,236.83		\$0.00	\$0.00	\$463,301.00	\$752,935.83	
Div III	\$46,865.00	\$0.00	\$0.00	\$46,865.00		\$46,865.00	\$0.00	\$46,865.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	
Cash Option	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	
Other	\$717,857.00	\$0.00	\$0.00	\$717,857.00		\$717,857.00	\$0.00	\$717,857.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	
Total Discretionary Fund Revenue	\$24,448,541.14	\$461,074.34	\$1,061,000.00	\$25,970,615.48		\$3,164,722.00	\$596,778.62	\$3,761,500.62	\$22,209,114.86		\$325,000.00	\$2,400,000.00	\$700,552.63	\$19,433,562.23	

Approved by Superintendent: _____

Approved by Board President: _____

Preparer: _____

Milford School District Board of Education Updates



January 2021

Teaching and Learning Updates

Hybrid Update

- Successfully resumed on January 11th
- Marking period two concludes on January 29th
- Goal is to continue to increase the amount of instructional time and access between student and teacher

Concurrent Teaching Model

- Combination of in person and remote teaching
- MHS has worked with this model since November
- Elementary schools and MCA have started phasing classes into this model since December.
- Concurrent teaching will begin for all students beginning February 1st
- Professional learning around the concurrent teaching model has been provided to all staff and will continue to be available as needed

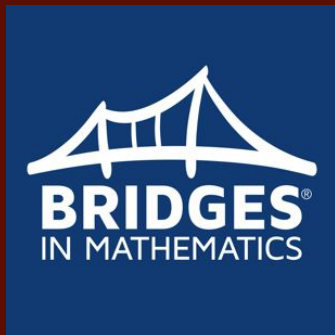


Summer Programming

- 12 month programming PreK - 12
 - Students with disability classifications who choose to participate in twelve month programming
- Credit Recovery MHS (9-12)
 - Designed to support students in obtaining necessary course credits when unsuccessful during the regular academic year
- Voyagers Grade Level Plus/ ESY Opportunities (K-8)
 - Designed to support students with recovery learning opportunities to prepare for their rising grade level
- Voyagers Grade Level Plus Remote option (K-8)
 - Designed to support students with recovery learning opportunities to prepare for their rising grade level (remote only)
- K Beginner Buccaneers: K Readiness
 - Designed to support incoming K students who have been identified during the K screening process
- Voyager Camp with focus on covid learning recovery for ELA / Math
 - Designed to support all MSD students with unique learning opportunities grounded in standards based instruction through a themed camp environment
- HOLA (Helping Others with Language Acquisition) Immersion camp for grades rising 1, 2, 3, 4, 5
 - Designed to support currently enrolled immersion students with support in their language learning

Elementary Math Pilot

We have been continuing to move forward with our elementary math pilot and are nearing the stage where we will be making a formal recommendation. We anticipate bringing this recommendation to the school board during our February meeting.



The Other Side of the Tracks Film

Tom Summers with the Department of Archives has been working to create a film, “The Other Side of the Tracks”, about Delaware native Dr. Reba Hollingsworth, a 94 year old African American woman who spent her early years in our Milford Community. This film has been developed in partnership with the Milford Museum and we hope to share it with our staff and students in celebration and recognition of Black History month this coming February. They have both represented the Milford Community as leaders.



The Music Man: Our Rootin' Tootin' Hero

The Music Man: Our Rootin' Tootin' Hero Book – Mr. Joe Lear and Ms. Jenn Antonik

Milford School District alumni, Jennifer Antonik, has recently published a book: *The Music Man: Our Rootin' Tootin' Hero* about Norman Joseph Lear and our local Milford Community Band. We are thrilled about her success and have plans to provide the book to students in our classrooms as well as to engage her in some book talks with our classes.



Odyssey of the Mind Update

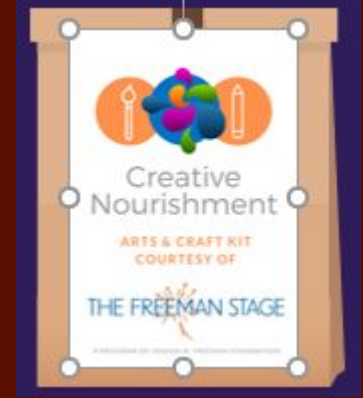
<https://www.deootm.org/>

We are planning to continue our engagement with Odyssey of the Mind with the support of our elementary lead, Karen Fitzpatrick, and secondary lead, Judith Woods. We have a remote plan to continue to support OM activities throughout the district on a monthly basis and build interest and capacity at the same time. In the event we have a team that would like to come together to compete we will work with individual coaches / team members to develop a covid compliant plan of activities. There are both in person and remote opportunities available through their organization this year. If anyone is interested in learning more about judging, coaching, or participating, please contact me and I will connect you with the appropriate staff member.



Freeman Arts Pavilion Student Art Activities

The Freeman Foundation has been renamed the Freeman Arts Pavilion. They have offered us the opportunity to participate in Creative Nourishment art outreach packet for our students K – 12 which we anticipate launching later this month to all of our students. We are grateful for this partnership and are excited for the opportunity to create a virtual art gallery to celebrate our student work! They have additionally provided us the opportunity to engage in Hip Hop dance videos surrounding character education for our PreK-5 classrooms.



“Buccaneer Boat” Project

We would like to thank Hertrich Family of Automotive Dealerships for their donation of funds to assist us with our Buccaneer Boat project. MCA Teacher, Alex March, and MCA Principal, Gary Zoll, are serving as our primary leads with this project and we anticipate sharing some updates with you soon. In the meantime, if you are interested in learning more you can check out <https://educationalpassages.org/> or contact Bridget Amory for additional information.



Abbott's Mill

PreK - Grade 5 Field Experiences

We have been working with Abbott's Mill to transition our PreK – 5 field experiences to a remote learning environment and are pleased that we will begin resuming our field experiences this spring. While they will surely be different, we are confident that Abbott's Mill will continue to help support our students interest and knowledge related to the Next Generation National Science Standards and our local waterways.



BOARD AGENDA ONLY

January 25, 2021

PERSONNEL REPORT – *Action Item*

RECOMMEND FOR EMPLOYMENT – TEMPORARY CONTRACT*

DAVIS, Jakiya

High School – Counselor

Effective: February 1, 2021

TAPPAN, Rebecca

Central Academy – Health Sciences Teacher

Effective: February 8, 2021

DEGREGORY, Joseph

High School – Driver Education Teacher

Effective: TBD

RECOMMEND FOR EMPLOYMENT*

GILEWSKI, Richard

District – Custodian

Effective: February 15, 2021

BOWMAN, Matthew

District – Maintenance Mechanic

Effective: February 8, 2021

RECOMMEND FOR EMPLOYMENT – READING TUTOR*

Recommend for employment for contingent upon funding and enrollment

Ross

Corder, Wanda

RETIREMENT

COLE, Shirley

Banneker – Chief Custodian

Effective: June 1, 2021

Service to MSD: 21 years

ELEAZAR, Lydia

Banneker – Child Nutrition 3.0 hours

Effective: January 1, 2021

Service to MSD: 10 years

PARSLEY, Donald

High School – Driver's Education Teacher

Effective: February 1, 2021

Service to MSD: 35 years

DUFENDACH, Debby
District – Finance Administrative Secretary
Effective: July 1, 2021
Service to MSD: 13 years

DOUGHERTY, Edward
High School – Special Education Teacher
Effective: July 1, 2021
Service to MSD: 6 months

TRANSFER

HERITAGE, Pam
From Part-Time Central Academy Paraprofessional One-on-One to Full-Time Banneker
Paraprofessional One-on-One.
Effective: February 1, 2021

STRASSLE, Lynne
From Part-Time Ross Paraprofessional One-on-One to Part-Time Paraprofessional One-on-One
Central Academy.
Effective: February 1, 2021

RESIGNATION

WARRINGTON, Craig
District – Visiting Teacher
Effective: TBD
Service to MSD: 18 years

FIGGS, Holly
Mispillion – 4.0 hour Child Nutrition
Effective: January 25, 2021
Service to MSD: 1 year

RESCIND EMPLOYMENT - TEMPORAY CONTRACT*

SMITH, Jacqueline
High – Secondary School Counselor

RECOMMEND FOR EMPLOYMENT- 2020 – 2021 LIMITED CONTRACTS

District	Site Coordinator, Mentoring	ZEVENY, Toni
High	Boys Tennis Coach	WILLIAMSON, Colton
High	Girls Basketball, Asst Coach	KEATON, Ebony

RESIGNATION – 2020-2021 LIMITED CONTRACTS

District	Site Coordinator, Mentoring	GEESAMAN, Sherrise
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*Employment at Milford School District is contingent upon employment verification, education and other credential verifications, the receipt of satisfactory criminal background and child protection registry checks, and adherence to Milford School District policies.