



HOME *of the* BUCCANEERS

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

**AGENDA FOR MONDAY, FEBRUARY 22, 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. seq. 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=e4cd1cce6bcd032febf297fc31855de33>

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: 120 716 9920

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. Rony Baltazar-Lopez

_____ Mr. Scott Fitzgerald

_____ Mr. Kristopher Thompson

_____ Mr. David Vezmar

_____ Mrs. Renate Wiley

_____ Mrs. Jean Wylie

_____ Mr. Jason 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.

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 January 25, 2020 **Action Item**
8. **Changes to Agenda**
9. **Public Comment**
10. **Superintendent's Report**
 - A. Recognitions
 - B. School Updates
 - C. Winter & Spring Athletics – Mr. Winkleblech
11. **Board Discussion**
 - A. DSBA Update
 - B. Draft Board Policy Introduced by Mr. Rony Baltazar-Lopez: Board Member Conflict of Interest – Second Read
 - C. Draft Board Policy Introduced by Mr. Rony Baltazar-Lopez: Board Member Duties and Ethics – Second Read
 - D. Milford School District Proclamation Introduced by Mr. Rony Baltazar-Lopez: Proclaiming the Monthlong Celebration of Black History Month in February **Action Item**
12. **Business – Mrs. Sara Croce**
 - A. Revenue and Expenditure Reports as of January 31, 2021 **Action Item**
 - B. Final Fiscal Year 2021 Revenue and Expenditure Budgets **Action Item**
 - C. Epilogue Language for Certificate of Necessity
13. **Instruction and Student Programs**
 - A. Director of Student Learning – **Dr. Bridget Amory & Dr. Kate Marvel**
 1. Elementary Math Adoption **Action Item**
 2. CTE Updates
 3. Teacher's Academy Pilot
 - B. Director of Student Services – **Ms. Laura Manges**
 1. School Counselors
14. **Personnel – Dr. Jason Peel**
 - A. Personnel **Action Item**
15. **Adjournment **Action Item****



MILFORD SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR BOARD MEETING – JANUARY 25, 2021

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
Mrs. Hallman
Dr. Kilgore
Mrs. Wallace
Mr. LoBiondo
Mr. Parsley
Mr. Zoll
Mr. Sharp
Mrs. McKenzie

Public

S. Whaley
J. Griffin
Debby
Sue
H. Motter
T. Gerken
A. Dukes
K. Mosher
J. Fitzgerald
B. Baylis
D. Christie
A. Walls

Public

M. Webb
K. Marvel
M. Faulkner
A. Lockwood
J. Deeney
S. Fitzgerald
M. McMillman
K. Conway
A. Jones
K. Sharp

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 6:00 PM on Monday evening, January 25, 2021.

ADJOURNMENT TO EXECUTIVE SESSION

MOTION MADE BY MR. VEZMAR /SECONDED BY MRS. J. WYLIE to adjourn into Executive Session.
Motion carried unanimously.

Returned to Open Session at 7:06PM. **MOTION MADE BY MR. THOMPSON/SECONDED BY MR. VEZMAR** to adjourn into Executive Session. **Motion carried unanimously.**

INTRODUCTION OF VISITORS

PLEDGE OF ALLEGIANCE

APPROVAL OF MINUTES

MOTION MADE BY MRS. R. WILEY/SECONDED BY MRS. J. WYLIE to approve the Regular Meeting Minutes for December 21, 2020 as is. **Motion carried unanimously.**

SUPERINTENDENT’S REPORT

Recognitions

Deena Johnson was selected as 1 of 7 finalists in the MLK Voice 4 Youth Competition that occurred Sunday, January 17. MLK VOICE 4 YOUTH is a spoken word competition that provides a platform for high school students to speak up on issues important to them and creatively share how Dr. Martin Luther King's legacy guides their response to today's challenges. Deena's outstanding speech, "Have You Seen the Other Side", was in response to Dr. King's speech "I've Been to the Mountaintop". Deena recently received early acceptance into Goldey Beacom College, is currently taking college courses as a senior and has completed both Business and Allied Health career pathways at MHS. Congratulations to Deena - she represented herself and MHS extremely well during the competition and we are proud of her for her accomplishments.

Dr. Julius Mullen, 1989 MHS Grad, and his wife, Natasha Mullen, co-authored *Just Love Me*. The book encourages readers to love all children regardless of any demographic, characteristic, or life situation. The authors believe that love is the most simplistic yet powerful path toward helping children thrive in the world. Dr. Mullen is the Chief Clinical Officer for Children and Families First of Delaware, Inc. and a college instructor.

Jennifer Antonik and Jessica Rash, MHS Alum, published *The Music Man, Our Rootin' Tootin' Hero* about longtime outstanding MHS volunteer and community member, Mr. Joe Lear. Jennifer has been invited to speak to our students.

Josiah Moore, MHS Senior, won 1st place in the Optimist Club of Sussex County essay contest and was awarded a \$500 scholarship. He will now compete at the district level.

The district team has raised over \$5,600 for Special Olympics Delaware through the Polar Bear Plunge. Our team of 32 members will be plunging Saturday, February 6 at 11am at MHS Briggs Stadium. Thank you to Carlisle Fire Company for partnering with us and bringing the plunge to Milford.

Milford native, Tom Summers partnership with the Milford Museum created a film "The Other Side of the Tracks" regarding the experiences of Dr. Reba Hollingsworth, a 94-year-old African American woman who spent her early years in Milford. We hope to share this outstanding feature and exceptional insights from Dr. Hollingsworth with our district-community in recognition of Black History Month this February.

Scott Fitzgerald addressed the Board regarding the temporary Area D Board Vacancy.

BOARD DISCUSSION:

DSBA Update

No updates

TEMPORARY AREA D BOARD VACANCY

MOTION MADE BY MR. THOMPSON/SECONDED BY MR. VEZMAR to appoint Scott Fitzgerald through June 30, 2021.

Roll Call: Mr. Baltazar - no Mrs. R. Wiley - yes
Mrs. J. Wylie - yes Mr. Thompson - yes
Mr. Miller - yes Mr. Vezmar - yes

6 yes, 1 no, 0 abstain. Motion passed.

2020-2021 Modified Dress Code Policy Review

MOTION MADE BY MRS R. WILEY/SECONDED BY MR. VEZMAR to extend the adopted dress code policy through the end of 2020-21 School Year. **Motion carried unanimously.**

2021-2022 School Choice Acceptance Report

MOTION MADE BY MR. VEZMAR/SECONDED BY MRS. R. WILEY to accept the 2021-2022 School Choice Acceptance Report as given in Executive Session. **Motion carried unanimously.**

Revised Board Policy 1002 Parent Involvement Policy

MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MRS. J. WYLIE to approve Draft Policy 1002 Parent Involvement as presented by Dr. Amory. **Motion carried unanimously.**

Draft Board Policy Introduced by Mr. Rony Baltazar-Lopez: Board Member Conflict of Interest – First Read

Mr. Baltazar-Lopez stated he drafted this policy because he feels there should be a policy that specifically states what a Board Member should do should there be a conflict of interest. Mr. Vezmar asked if legal counsel could review this policy. His concern is that his wife works for the district and he has children enrolled in the district, and that he may be precluded from voting as most actions the Board takes impacts teachers and/or students directly. Mr. Baltazar-Lopez stated he drafted this policy with the intent to regulate bidding and contracts. Dr. Dickerson will seek guidance from the district attorney to present at February's meeting. Mr. Thompson echoed Mr. Vezmar's concerns.

Draft Board Policy Introduced by Mr. Rony Baltazar-Lopez: Board Member Duties and Ethics – First Read

Mr. Baltazar-Lopez stated the current policy was adopted in 1975 and is outdated. Mr. Baltazar-Lopez drafted the policy with Mrs. R. Wiley's feedback to state what a Board Member's duties should be. Dr. Dickerson will seek advice from legal counsels. Mr. Thompson would like to make sure the verbiage detailing Board Member duties is broad enough to give permissions for a board to act on behalf of the district.

Draft Milford School District Proclamation Introduced by Mr. Rony Baltazar-Lopez: Proclaiming the Monthlong Celebration of Black History Month in February – First Read

Mr. Baltazar-Lopez presented a draft proclamation. Mr. Miller requested administration review the statistics in the proclamation to ensure accuracy for this school year. Dr. Dickerson will review the statistics and inform Mr. Baltazar-Lopez of any statistics needing updated.

BUSINESS

Revenue and Expenditure Report

MOTION MADE BY MR. VEZMAR/SECONDED BY MRS. R. WILEY to approve the Revenue and Expenditure Reports as of December 31, 2020. **Motion carried unanimously.**

DDOE Financial Position Report

MOTION MADE BY MR. THOMPSON/SECONDED BY MRS. J. WYLIE to approve the DDOE Financial Position Report. **Motion carried unanimously.**

INSTRUCTION AND STUDENT PROGRAMS

Student Learning

Hybrid Update

Dr. Marvel stated schools have successfully resumed hybrid learning as of January 11, 2021. Marking Period 3 will begin Monday, February 1, 2021. The goal with hybrid learning is to continue to increase the amount of instructional time.

Concurrent Teaching

Dr. Marvel stated that concurrent learning will begin district-wide Monday, February 1, 2021. As a reminder, concurrent learning is in-person and online learning happening at the same time. Milford High School has been using the concurrent model since November 2020 and other schools have begun to phase into concurrent learning since December.

Summer Programming

Dr. Marvel stated Summer Programming will include 12-month programming for PreK-12, Credit Recovery for MHS Students grades 9-12, Voyagers for grades K-8 (with an online option), and Beginner Buccaneers for kindergarten readiness. New additions include Voyager Camp and HOLA Immersion camp.

Elementary Math Pilot

Dr. Amory stated the district has been piloting two math programs for grades K-5 and anticipate bringing a recommendation for a program at the February Board meeting.

The Other Side of the Tracks Film – Dr. Reba Hollingsworth and Mr. Tom Summers

Dr. Amory stated this will be shared during Black History Month. The film celebrates Dr. Rebecca Hollingsworth who spent her early years in Milford. Mr. Tom Summers created the film.

The Music Man: Our Rootin' Tootin' Hero

Dr. Amory stated that we are working with the author, Ms. Jennifer Antonik, to invite her to our classrooms to discuss its connection with our community and the process of writing and publishing a book.

Odyssey of the Mind

The program will continue both in-person and remotely.

Freeman Arts Pavilion Student Activities

Milford School District has partnered with Freeman Arts Pavilion. The district has received 4,300 Creative Nourishment kits which includes basic art supplies and instructions for art projects by grade level. Dr. Amory stated that the initiative will be used to create an online space where student artwork will be featured.

Buccaneer Boat Project

Dr. Amory stated the district received a Community Grant through Hertrich that will allow us to partner with Educational Passages. The goal is to launch the boat in Fall 2021.

Abbotts Mill Pre-K-Grade 5 Field Experiences

The district's partnership with Abbots Mill will continue with field experiences remotely for Grades K-5.

Student Services Update

Ms. Manges acknowledged the school nurses, counselors, and family interventionists for their work during this time.

BUILDINGS AND GROUNDS

School Walkthroughs

Mr. Sharp, new Supervisor for Buildings and Grounds, stated he began doing walkthroughs of all the buildings. He stated the custodial and maintenance staff have done a great job and he looks forward to working with everyone.

TRANSPORTATION

School Bus Transportation Updates

Mr. LoBiondo thanked all the bus contractors and drivers for doing a fantastic job this year.

PERSONNEL REPORT

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	ZEVENEY, 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.

MOTION MADE BY MRS. J. WYLIE/SECONDED BY MR. VEZMAR that the Board approve the Personnel Report as presented. **Motion carried unanimously.**

The Board took a moment of silence for past district employee and Board Member, Mr. Eugene Rust. Mr. Thompson thanked Mr. Zoll for his efforts with the Polar Bear Plunge. The Board congratulated and welcomed Mr. Fitzgerald to the Board.

ADJOURNMENT

MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MRS. R. WILEY that the Regular Meeting of the Milford Board of Education held on Monday, February 22, 2021 adjourn at 8:20PM. **Motion carried unanimously.**

Kevin Dickerson, Executive Secretary

Trish Gerken, Recording Secretary

DRAFT

Mispillion Elementary School

Terrapin Talk

Teresa Wallace, Principal

Jan. 29, 2021 MP3



Nancy Carter, Asst. Principal

A Title 1 School



Principals' News

We cannot express enough gratitude for how much families have helped to keep our school healthy. We know, as a parent, that keeping a child home from school can create difficulties for the family. You have monitored to make sure if someone is sick at home or if you suspect Covid, your child stayed at home as a precaution and have contacted the school. We believe it is your diligence that has helped keep Mispillion a healthy place for students and staff.

Walking through the hallways every day, we are amazed at the progress we are continuing to see in classrooms. In just a short time we will reach our 100th day of school this year. 100 days is something special to recognize. We just completed our mid-year assessments so we can see the growth of our hybrid and remote

students. This data is reviewed to make instructional plans to ensure our students are getting the best education possible.

While academic growth is extremely important, we are just as pleased with our students' character and social growth. We are having more and more students be recognized for their citizenship. Our students demonstrate compassion for their classmates in both the hybrid and remote learning environments, persevere through tough tasks, and follow classroom procedures. Students are happy seeing their friends and teachers.

If you are interested in having your child attend school in person, please contact Mrs. Carter or Mrs. Wallace to discuss the Hybrid option.



Nurse Notes

The weather outside can affect the temperature in the classroom. Be prepared for chilly days. We discourage students from wearing their coat in the classroom. Please dress in layers: wear a sweater or sweatshirt that you can put on if you are chilly or take off if you are hot.

It's important to have gloves, a hat and a coat to protect your body from the cold when you are outside.

As always, wear your mask, wash your hands, social distance and stay home if you or a family member are ill with Covid symptoms or a positive Covid test.



** 1st & 2nd Grade News **



First grade

First Grade is very excited to begin Marking Period 3 at the beginning of February.

Here are some fun and interesting topics our wonderful first graders will be exploring this marking period:

READING- Students continue to read a wide variety of fiction and non fiction texts. Students have been gaining important reading skills in phonics as they study for their spelling tests each week. Also, each week's spelling list has important high frequency words for your child to read and spell. Students are working on transferring this knowledge to both their reading and writing. Students are working on their reading comprehension skills by responding to their reading each day. In addition, students continue to receive small group reading instruction each week.

WRITING- This marking period students gain more independence completing graphic organizers and checklists to help them plan and complete their writing. First graders continue to practice writing informational, descriptive, and opinion essays. Of special interest to students is writing book reviews and an autobiography!

MATH- Students will be working on a host of math skills including the following: subtraction facts to 20, counting and number patterns to 120, place value, comparing and ordering numbers to 100, and adding and subtracting tens and ones.

SOCIAL STUDIES – First grade Social Studies topics include concepts of time and changes over time, comparing children over time, transportation and changes in transportation over time, communication over time, national holidays, our country's founders, map skills, and geography.

SCIENCE- Students will continue their exploration of days and nights, and comparing seasonal daylight hours.

TIPS FOR A GREAT READER –

READ! READ! READ! Every night for at least 20 minutes. GetEpic.com is a great reading resource for fun and interesting books for your child! Review FRY sight words each night. Practice reading and writing your weekly spelling words!

MATH TIPS – Practice math addition and subtraction facts to learn facts up to 20 quickly! Log on to your Prodigy game for some math fun!

MOST OF ALL – Thank you to all our first grade students and parents/guardians for helping to make our remote, hybrid, and concurrent learning as successful as possible. We appreciate all your hard work and flexibility this year!

Check out these websites to enhance your child's learning:

www.prodigy.com

www.getepic.com

www.abcya.com

www.coolmath4kids.com

www.starfall.com



Second grade

In ELA in the third marking period, we will be learning

about our history by reading about important people such as Jackie Robinson and Abraham Lincoln. Second graders will continue to practice their writing skills and using the writing process to write narrative, opinion, and informative pieces.

In math, we will be learning to add and subtract within 100 and exploring place value to 1000.

In social studies, we will be learning about economics, including costs and benefits and making choices based on our resources.

Third marking period in second grade will be filled with a lot of learning and fun!



3rd- 5th Grade News



Third grade has continued to work hard this school year. Many things are coming up in the third marking period!

Shared: Students will be reading the following books: "Because of Winn Dixie", "Frederick Douglass", and "The Miraculous Journey of Edward Tulane"

ELA: Students will be writing a tall tale narrative. Also we will be reading Rosa, When Marian Sang, Harvesting Hope as a

read aloud and then students will write a biography about one of the people they read about.

Math: Division and Fractions

As always, we encourage our students to come to their class and/or lessons each and every day. Please remember work online does need to be completed. Continue to work hard and make this year a great one!



Fourth grade

Math: Students are working on double digit multiplication, and then moving on to division facts, and then division with remainders. We would like students to continue practicing their basic multiplication facts as these will help them with concepts in class.

ELA: We are finishing up "Blood on the River" where students have learned about the Jamestown settlement. We will next be reading "Can't you Make them Behave King George?" where students discuss the colonies and the Revolutionary War.

Science: In MP 3, students will be learning about waves of sound and Earth's features.

Social Studies: Students will be learning about civics, types of government and Democratic processes.

Reminders: Please make sure your student is dressed appropriately for the weather. We go outside for recess unless it is below 32 degrees. Students need a warm winter jacket, and maybe even gloves and a hat!

As we reach the middle of the school year, please make sure you replenish any supplies students need for learning. This includes paper, pencils, dry erase markers, and crayons or scissors.

It is also important that with the switch to concurrent learning and continued remote learning, students log on to their Google meet on time and come prepared with all materials needed for the day.

Thank you for all of your continued support this school year!



Fifth grade

Fifth grade is ready to head into the 3rd marking period. In ELA we will continue reading our mystery book "Westing Games". We will then be reading our next chapter book "Bud, Not Buddy".

In writing we will begin a short unit on poetry and then we will be taking a look at the book "Watsons Go to Birmingham" as a class read aloud completing various writing pieces to accompany the book. In Math we are continuing to build skills in decimals and fractions.

During the third marking period we will be heading back into Social Studies and will be covering a unit called "Dueling Documents".

We look forward to another great marking period!



**** Related Arts ****



Character Education

Hybrid- In Character Education this rotation, all grades are learning about careers. In 5th grade, students are learning about the 16 career clusters. In 4th grade, students are learning about how interests and skills relate to career choice. In 3rd grade, students will learn about education and training needed for different careers. In 2nd grade, students will focus on skills and tools needed for different jobs. In 1st grade, students will explore different types of jobs using the Department of Labor activity book.

Remote- Hi families! Remote Character Ed students have recorded videos to watch on Monday, Tuesday, Thursday, and Friday. We have been focusing on many topics including identifying strong feelings, how to calm down using mindfulness and coping skills, growth mindset, and positive self-esteem. On Wednesday students have a Live Google meet at 10:45 where we work on building social skills through a variety of fun games. If you feel that your student needs additional social/emotional support, please do not hesitate to reach out!



Physical Education

In Physical Education we are doing our best to stay active the duration of class.

Hybrid students are able to go outside, weather dependent, and learn the skills and tactics involved in different sports. Remote students will be working out. All that's needed is adequate spacing and some household items to perform different workout activities. If you have any questions please feel free to email me at jharris1@msd.k12.de.us



Technology

In Technology class, students will be learning about a variety of computer skills, internet safety, keyboarding and basic coding. Several programs will be utilized to give them a broader understanding of personal online safety, cyber bullying, using good netiquette and cyber security. Students will use many websites to practice keyboarding and coding skills. I can be contacted at vcampbell@msd.k12.de.us



Library

In Library class, the students will be exploring fiction and nonfiction books, understanding their differences, as well as learning about the wide array of genres that fall under both. The students will also be learning about the Dewey Decimal System and how nonfiction books are shelved in the Library. I can be reached at aweiler@msd.k12.de.us



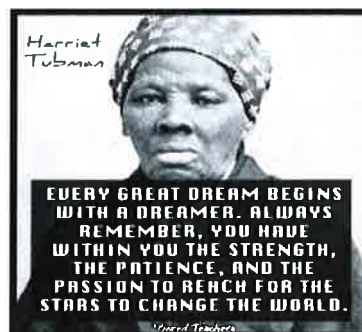
Art

Hi Mispillion families. I'm Vicki Hudson and I'm excited to be back at Mispillion to teach art for the rest of the school year. I have added my Google website to the Mispillion Related Arts homepage for easy access. Just go there and click on the art button. On my Art Homepage, I have links for my Google Meets, each grade level and a special "Art Resources and Virtual Rooms" classroom. Once you click there, you can join that classroom and access a variety of Artist pages, lessons for multiple grade levels, art playroom, art calm room, and so much more. While your child is waiting to have Art in their Related Arts rotation, I encourage them to go ahead and join now and start exploring the many fun, creative, relaxing activities available. I look forward to working with all of you very soon!

-Ms. Hudson



Mispillion Elementary School
311 Lovers Lane
Milford, DE 19963
Phone: (302) 424-5800
Fax: (302) 422-3469



P.R.I.D.E.

- P - Practice Safety
- R - Responsible Choices
- I - Inspire Others
- D - Do your Best
- E - Express Respect

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.

Individual Milford School District Board of Education members will not have any direct financial interest in a contract with the Milford School District, nor will they furnish directly any labor, equipment, or supplies to the District. No member of the Board may accept any commission as a result of sales to the District.

Commented [MIJH1]: I suggest permitting donations of labor, equipment or supplies.

~~In the event a Board member is employed by a corporation or business or has a secondary interest in a corporation or business, which furnishes goods or services to the District, the Board member will declare the secondary interest and may be asked to refrain from debating or voting upon the question of contracting with the company.~~

Commented [MIJH2]: Added below to track statute.

Board members should abstain from discussing or voting on the employment of a ~~direct-close~~ relative, if action or inaction with respect to the matter would result in a financial benefit or detriment to accrue to the person or a close relative to a greater extent than such benefit or detriment would accrue to others who are members of the same class or group of persons.

Board members should abstain from discussing or voting when the person or a close relative has a financial interest in a private enterprise which enterprise or interest would be affected by any action or inaction on a matter to a lesser or greater extent than like enterprises or other interests in the same enterprise.

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 meetings 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.
- [Adhere to the confidentiality obligations imposed by FERPA, employee privacy, contractually-provided privacy, and in other confidential matters.](#)

Commented [MJH1]: In the event of an ethical breach that does not arise to a violation of Title 29, Chapter 58, Subchapter 1, our only remedy is a censure. Thus, I want you to be alerted to the fact that there are enforceability concerns with any proscriptions on board member conduct, whether set forth in a policy or not.

Commented [MJH2]: It is foreseeable that an appointed or elected board member would not subscribe to these beliefs. In such a case, we cannot compel subscription to these beliefs, nor can we remove. Perhaps better to delete after "MSDBOE shall"

Commented [MJH3]: Confidentiality is so important I suggest it be a separate item, also, thus I added the next point..

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- 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:

TITLE 29

State Government

Public Officers and Employees

CHAPTER 58. Laws Regulating the Conduct of Officers and Employees of the State

Subchapter I. State Employees', Officers' and Officials' Code of Conduct

§ 5801. Short title.

This subchapter shall be known and may be cited as the "State Employees', Officers' and Officials' Code of Conduct."

[67 Del. Laws, c. 417, § 1](#);

§ 5802. Legislative findings and statement of policy.

The General Assembly finds and declares:

- (1) In our democratic form of government, the conduct of officers and employees of the State must hold the respect and confidence of the people. They must, therefore, avoid conduct which is in violation of their public trust or which creates a justifiable impression among the public that such trust is being violated.
- (2) To ensure propriety and to preserve public confidence, officers and employees of the State must have the benefit of specific standards to guide their conduct and of some disciplinary mechanisms to guarantee uniform maintenance of those standards. Some standards of this type are so vital to government that violation thereof should subject the violator to criminal penalties.
- (3) In our democratic form of government, it is both necessary and desirable that all citizens should be encouraged to assume public office and employment, and that, therefore, the activities of officers and employees of the State should not be unduly circumscribed.
- (4) It is the desire of the General Assembly that all counties, municipalities and towns adopt code of conduct legislation at least as stringent as this act to apply to their employees and elected and appointed officials. This subchapter shall apply to any county, municipality or town and the employees and elected and appointed officials thereof which has not enacted such legislation by January 23, 1993. No code of conduct legislation shall be deemed sufficient to exempt any county, municipality or town from the purview of this subchapter unless the code of conduct has been submitted to the State Ethics Commission and determined by a majority vote thereof to be at least as stringent as this subchapter. Any change to an approved code of conduct must similarly be approved by the State Ethics Commission to continue the exemption from this subchapter.

[67 Del. Laws, c. 417, §§ 1, 2](#); [68 Del. Laws, c. 433, § 1](#);

§ 5803. Construction.

This subchapter shall be construed to promote high standards of ethical conduct in state government.

[59 Del. Laws, c. 575, § 1](#); [67 Del. Laws, c. 417, § 1](#);

§ 5804. Definitions.

For the purposes of this subchapter:

- (1) "Close relative" means a person's parents, spouse, children (natural or adopted) and siblings of the whole and half-blood.
- (2) "Commission" means the State Public Integrity Commission established by this chapter.
- (3) "Commission Counsel" means the legal counsel appointed by the Commission pursuant to this chapter.

(4) "Compensation" means any money, thing of value or any other economic benefit of any kind or nature whatsoever conferred on or received by any person in return for services rendered or to be rendered by oneself or another.

(5) A person has a "financial interest" in a private enterprise if:

- a. The person has a legal or equitable ownership interest in the enterprise of more than 10% (1% or more in the case of a corporation whose stock is regularly traded on an established securities market);
- b. The person is associated with the enterprise and received from the enterprise during the last calendar year or might reasonably be expected to receive from the enterprise during the current or the next calendar year income in excess of \$5,000 for services as an employee, officer, director, trustee or independent contractor; or
- c. The person is a creditor of a private enterprise in an amount equal to 10% or more of the debt of that enterprise (1% or more in the case of a corporation whose securities are regularly traded on an established securities market).

(6) "Honorary state official" means a person who serves as an appointed member, trustee, director or the like of any state agency and who receives or reasonably expects to receive not more than \$5,000 in compensation for such service in a calendar year (not including any reimbursement for expenses).

(7) "Matter" means any application, petition, request, business dealing or transaction of any sort.

(8) "Person" means an individual, partnership, corporation, trust, joint venture and any other association of individuals or entities.

(9) "Private enterprise" means any activity conducted by any person, whether conducted for profit or not for profit and includes the ownership of real or personal property. Private enterprise does not include any activity of the State or of any political subdivision or of any agency, authority or instrumentality thereof.

(10) "State" means the State of Delaware and includes any state agency.

(11) "State agency" means any office, department, board, commission, committee, court, school district, board of education and all public bodies existing by virtue of an act of the General Assembly or of the Constitution of the State, excepting only political subdivisions of the State, their agencies and other public agencies not specifically included in this definition which exist by virtue of state law, and whose jurisdiction:

- a. Is limited to a political subdivision of the State or to a portion thereof; or
- b. Extends beyond the boundaries of the State.

(12) a. "State employee" means any person:

1. Who receives compensation as an employee of a state agency;
2. Who serves as an appointed member, trustee, director or the like of any state agency and who receives or reasonably expects to receive more than \$5,000 in compensation for such service in a calendar year (not including any reimbursement for expenses); or
3. Who is an elected or appointed school board member.

b. "State employee" does not include:

1. Members of the General Assembly;
2. The Chief Justice and Justices of the Supreme Court;
3. The Chancellor and Vice-Chancellors of the Court of Chancery;
4. The President Judge and Judges of Superior Court;
5. The Chief Judge and Judges of Family Court;
6. The Chief Judge and Resident Judges of the Court of Common Pleas;
7. The Chief Magistrate and Justices of the Peace;
8. State officers; or
9. Honorary state officials.

(13) "State officer" means any person who is required by subchapter II of this chapter to file a financial disclosure statement but does not include:

- a. Members of the General Assembly;
- b. The Chief Justice and Justices of the Supreme Court;
- c. The Chancellor and Vice-Chancellors of the Court of Chancery;
- d. The President Judge and Judges of Superior Court;
- e. The Chief Judge and Judges of Family Court;
- f. The Chief Judge and Judges of the Court of Common Pleas; or
- g. The Chief Magistrate and Justices of the Peace.

59 Del. Laws, c. 575, § 1; 61 Del. Laws, c. 132, § 23; 62 Del. Laws, c. 48, § 1; 67 Del. Laws, c. 417, § 1; 69 Del. Laws, c. 467, §§ 2, 3; 70 Del. Laws, c. 186, § 1; 71 Del. Laws, c. 176, §§ 33, 34; 73 Del. Laws, c. 19, § 1; 76 Del. Laws, c. 213, §§ 44-51;

§ 5805. Prohibitions relating to conflicts of interest.

(a) *Restrictions on exercise of official authority.* — (1) No state employee, state officer or honorary state official may participate on behalf of the State in the review or disposition of any matter pending before the State in which the state employee, state officer or honorary state official has a personal or private interest, provided, that upon request from any person with official responsibility with respect to the matter, any such person who has such a personal or private interest may nevertheless respond to questions concerning any such matter. A personal or private interest in a matter is an interest which tends to impair a person's independence of judgment in the performance of the person's duties with respect to that matter.

(2) A person has an interest which tends to impair the person's independence of judgment in the performance of the person's duties with respect to any matter when:

- a. Any action or inaction with respect to the matter would result in a financial benefit or detriment to accrue to the person or a close relative to a greater extent than such benefit or detriment would accrue to others who are members of the same class or group of persons; or
- b. The person or a close relative has a financial interest in a private enterprise which enterprise or interest would be affected by any action or inaction on a matter to a lesser or greater extent than like enterprises or other interests in the same enterprise.

(3) In any case where a person has a statutory responsibility with respect to action or nonaction on any matter where the person has a personal or private interest and there is no provision for the delegation of such responsibility to another person, the person may exercise responsibility with respect to such matter, provided, that promptly after becoming aware of such conflict of interest, the person files a written statement with the Commission fully disclosing the personal or private interest and explaining why it is not possible to delegate responsibility for the matter to another person.

(b) *Restrictions on representing another's interest before the State.* — (1) No state employee, state officer or honorary state official may represent or otherwise assist any private enterprise with respect to any matter before the state agency with which the employee, officer or official is associated by employment or appointment.

(2) No state officer may represent or otherwise assist any private enterprise with respect to any matter before the State.

(3) This subsection shall not preclude any state employee, state officer or honorary state official from appearing before the State or otherwise assisting any private enterprise with respect to any matter in the exercise of such person's official duties.

(c) *Restrictions on contracting with the State.* — No state employee, no state officer and no private enterprise in which a state employee or state officer has a legal or equitable ownership of more than 10% (more than 1% in the case of a corporation whose stock is regularly traded on an established securities market) shall enter into any contract with the State (other than an employment contract) unless such contract was made or let after public notice and competitive bidding. Such notice and bidding requirements shall not apply to contracts not involving more than \$2,000 per year if the terms of such contract reflect arms' length negotiations. For the period of July 1, 1990, through June 30, 1991, nothing in this subsection shall prohibit a state employee, a state officer, or a private enterprise in which a state employee or a state officer has a legal or equitable ownership of more than 10% (more than 1% in the case of a corporation whose stock is regularly traded on an established securities market) from contracting with a public school district and/or the State Board of Education for the transportation of school children without public notice and competitive bidding as is permitted under § 6904(c) of this title.

(d) *Post-employment restrictions.* — No person who has served as a state employee, state officer or honorary state official shall represent or otherwise assist any private enterprise on any matter involving the State, for a period of 2 years after termination of employment or appointed status with the State, if the person gave an opinion, conducted an investigation or otherwise was directly and materially responsible for such matter in the course of official duties as a state employee, officer or official. Nor shall any former state employee, state officer or honorary state official disclose confidential information gained by reason of public position nor shall the person otherwise use such information for personal gain or benefit.

(e) *Unauthorized disclosure of confidential information.* — No person shall disclose any information required to be maintained confidential by the Commission under § 5806(d), § 5807(b) or (d), or § 5810(h) of this title.

(f) *Criminal sanctions.* — (1) Any person who knowingly or wilfully violates any provision of this section shall be guilty of a misdemeanor, punishable for each such violation by imprisonment of not more than 1 year and by a fine not to exceed \$10,000.

(2) A prosecution for a violation of this section shall be subject to the time limitations of § 205 of Title 11.

(3) The Superior Court shall have exclusive jurisdiction over prosecution for all criminal violations of this section.

(g) *Contracts voidable by court action.* — In addition to any other penalty provided by law, any contract entered into by any state agency in violation of this subchapter shall be voidable by the state agency; provided, that in determining whether any court action should be taken to void such a contract pursuant to this subsection, the state agency shall consider the interests of innocent 3rd parties who may be damaged thereby. Any court action to void any transaction must be initiated within 30 days after the state agency involved has, or should have, knowledge of such violation.

(h) *Exceptions for transportation contracts with school districts.* — Except for transportation supervisors for any school district within this State, nothing in this section shall prohibit an employee or the employee's spouse or children (natural or adopted) from contracting for the transportation of school children. Such transportation contracts may be entered into by an employee or the employee's spouse or children without public notice and competitive bidding as is provided in § 6904(c) of this title.

(i) [Deleted.]

[59 Del. Laws, c. 575, § 1](#); [63 Del. Laws, c. 1, § 1](#); [64 Del. Laws, c. 423, § 1](#); [67 Del. Laws, c. 314, § 1](#); [67 Del. Laws, c. 417, § 1](#); [68 Del. Laws, c. 198, § 1](#); [69 Del. Laws, c. 467, §§ 4, 27](#); [70 Del. Laws, c. 186, § 1](#); [71 Del. Laws, c. 150, § 86](#); [71 Del. Laws, c. 227, § 2](#);

§ 5806. Code of conduct.

(a) Each state employee, state officer and honorary state official shall endeavor to pursue a course of conduct which will not raise suspicion among the public that such state employee, state officer or honorary state official is engaging in acts which are in violation of the public trust and which will not reflect unfavorably upon the State and its government.

(b) No state employee, state officer or honorary state official shall have any interest in any private enterprise nor shall such state employee, state officer or honorary state official incur any obligation of any nature which is in substantial conflict with the proper performance of such duties in the public interest. No state employee, state officer or honorary state official shall accept other employment, any compensation, gift, payment of expenses or any other thing of monetary value under circumstances in which such acceptance may result in any of the following:

(1) Impairment of independence of judgment in the exercise of official duties;

(2) An undertaking to give preferential treatment to any person;

(3) The making of a governmental decision outside official channels; or

(4) Any adverse effect on the confidence of the public in the integrity of the government of the State.

Provided however, that a minimal gratuity provided on occasion to blind or disabled state employees or other blind or disabled persons supervised by the Division of Visually Impaired, shall not be considered to be a violation of this section.

(c) No state employee, state officer, or honorary state official shall acquire a financial interest in any private enterprise which such official has reason to believe may be directly involved in decisions to be made by such official in an official capacity on behalf of the State.

(d) Any state employee or state officer who has a financial interest in any private enterprise which is subject to the regulatory jurisdiction of, or does business with, any state agency (and any honorary state official who has a financial interest in any private enterprise which is subject to the regulatory jurisdiction of, or does business with, the state

agency on which the official serves as an appointee) shall file with the Commission a written statement fully disclosing the same. Such disclosure shall be confidential and the Commission shall not release such disclosed information, except as may be necessary for the enforcement of this chapter. The filing of such disclosure statement shall be a condition of commencing and continuing employment or appointed status with the State.

(e) No state employee, state officer or honorary state official shall use such public office to secure unwarranted privileges, private advancement or gain.

(f) No state employee, state officer or honorary state official shall engage in any activity beyond the scope of such public position which might reasonably be expected to require or induce such state employee, state officer or honorary state official to disclose confidential information acquired by such official by reason of such public position.

(g) No state employee, state officer or honorary state official shall, beyond the scope of such public position, disclose confidential information gained by reason of such public position nor shall such official otherwise use such information for personal gain or benefit.

(h) No state employee, state officer or honorary state official, in the course of public responsibilities, shall use the granting of sexual favors as a condition, either explicit or implicit, for an individual's favorable treatment by that person or a state agency.

(i) Notwithstanding the provisions of Chapters 58, 59, and 69 of this title and the State Merit Rules of Personnel Administration, state employees may contract to provide foster care or respite care for individuals with fees paid for by the State provided further that the employee does so at other than assigned work hours. Additionally, these individuals are not permitted to participate in the review or disposition of any matter related to foster and/or respite care in which they have or may have a personal or private interest and may not be monitored or reviewed by other state employees who are more junior or related to them.

[59 Del. Laws, c. 575, § 1](#); [63 Del. Laws, c. 1, § 2](#); [65 Del. Laws, c. 349, § 1](#); [67 Del. Laws, c. 417, § 1](#); [69 Del. Laws, c. 467, §§ 5, 27](#); [70 Del. Laws, c. 186, § 1](#); [70 Del. Laws, c. 567, § 1](#); [76 Del. Laws, c. 80, § 33](#);

§ 5807. Waivers of restrictions and advisory opinions.

(a) Notwithstanding the provisions of §§ 5805 and 5806 of this title, upon the written request of any state agency or of any individual who is or was a state employee, state officer or honorary state official, the Commission may grant a waiver to the specific prohibitions contained therein if the Commission determines that the literal application of such prohibition in a particular case is not necessary to achieve the public purposes of this chapter or would result in an undue hardship on any employee, officer, official or state agency. Any such waiver may be granted only by written decision of the Commission. Any person who acts in good faith reliance upon any such waiver decision shall not be subject to discipline or other sanction hereunder with respect to the matters covered by the waiver decision provided there was a full disclosure to the Commission of all material facts necessary for the waiver decision.

(b) Any application for a waiver, any proceedings and any decision with respect thereto shall be maintained confidential by the Commission provided that:

- (1) Public disclosure shall be made by the Commission upon the written request of the applicant;
- (2) The Commission may make such public disclosure as it determines is required in connection with the prosecution of any violation of this subchapter;
- (3) The Commission shall report to appropriate federal and state authorities substantial evidence of any criminal violation which may come to its attention; and
- (4) In the event that a waiver is granted, the waiver decision and the record of all proceedings relating thereto shall be open to public inspection.

(c) Upon the written request of any state employee, state officer, honorary state official or state agency or a public officer as defined in § 5812 of this title, the Commission, or Commission Counsel subject to § 5808A(a) of this title may issue an advisory opinion as to the applicability of this chapter to any particular fact situation. Any person who acts in good faith reliance upon any such advisory opinion shall not be subject to discipline or other sanction hereunder with respect to the matters covered by the advisory opinion provided there was a full disclosure to the Commission or Commission Counsel of all material facts necessary for the advisory opinion.

(d) Any application for an advisory opinion, any proceedings and any decision with respect thereto shall be maintained confidential by the Commission provided that:

- (1) Public disclosure shall be made by the Commission upon the written request of the applicant;
- (2) The Commission may make such public disclosure as it determines is required in connection with the prosecution of any violation of this chapter;

(3) The Commission shall report to appropriate federal and state authorities substantial evidence of any criminal violation which may come to its attention; and

(4) The Commission shall prepare a summary of its advisory opinions for public distribution without disclosing the identity of the applicants.

[59 Del. Laws, c. 575, § 1](#); [67 Del. Laws, c. 417, § 1](#); [69 Del. Laws, c. 467, §§ 6, 7, 27](#); [80 Del. Laws, c. 204, § 1](#);

§ 5808. State Public Integrity Commission; establishment, membership, offices.

(a) The State Ethics Commission is hereby renamed and reestablished as the State Public Integrity Commission to assume the functions of the State Ethics Commission and to administer and implement this chapter, and to perform such other responsibilities as may be entrusted to it by law.

(b) The Commission shall consist of 7 members appointed by the Governor with the concurrence of the Senate. Not more than 4 members shall be registered with the same political party. No member shall hold any elected or appointed office under the government of the United States or the State or be a candidate for any such office. No member shall hold any political party office or an office in any political campaign. Members of the Commission may be removed by the Governor, with the concurrence of the Senate, for substantial neglect of duty, gross misconduct in office or violation of this chapter.

(c) A member of the Commission shall be appointed for a term of office of 7 years and until a successor has been appointed and has qualified, except that initially the Commission shall consist of the members of the former State Ethics Commission as of July 15, 1994, and said members shall serve the remaining portion of their terms and until their successors have been appointed and have qualified. No member shall serve for more than 1 full 7-year term. When a vacancy occurs in the membership of the Commission, it shall be filled by appointment for the unexpired portion of the term in the same manner as original appointments.

(d) The Commission shall elect a chairperson from among its membership. Four members of the Commission shall constitute a quorum and, if a quorum is present, a vacancy on the Commission shall not impair the right of the remaining members to exercise all the powers of the Commission. Disciplinary hearings may be conducted and sanctions may be imposed only by the affirmative action of at least 4 members. Otherwise the Commission may delegate authority to the chairperson to act for the Commission between meetings.

(e) Each member of the Commission shall be compensated at the rate of \$100 for each day devoted to the performance of official duties. Each member of the Commission shall be reimbursed for reasonable and necessary expenses incurred in the performance of official duties.

(f) The principal office of the Commission shall be in Dover but it may meet, and exercise its power, at any other place in the State.

[67 Del. Laws, c. 417, § 1](#); [69 Del. Laws, c. 467, § 8](#); [70 Del. Laws, c. 186, § 1](#);

§ 5808A. Commission Counsel; powers and duties.

(a) There shall be a Commission Counsel who shall be the legal representative of the Commission and have the following powers and duties:

(1) To assist the Commission in preparing and publishing manuals and guides explaining the duties of individuals covered by this chapter and in other activities, such as seminars and workshops, educating individuals covered by this chapter about its requirements and purposes, and giving instructions and public information materials to facilitate compliance with, and enforcement hereof.

(2) To provide legal counsel to the Commission concerning any matter arising in connection with the exercise of its official powers or duties.

(3) To review information coming to the attention of the Commission relating to potential violations of this chapter.

(4) To investigate information coming to the attention of the Commission that, if true, would constitute a violation of any provision of this chapter and/or to recommend that possible violations of these, or other state and federal laws, be referred by the Commission to the Attorney General or the United States Attorney for investigation and prosecution. Matters may be so referred to the Attorney General or the United States Attorney only upon a determination by at least a majority of the Commission that there are reasonable grounds to believe that a violation may have occurred.

(5) To prosecute disciplinary proceedings, if a determination has been made by at least a majority of the Commission that there are reasonable grounds to believe that a violation may have occurred, before the Commission and to assist the Commission in drafting educational materials, waiver decisions and advisory opinions.

- (6) To employ and supervise staff necessary to perform investigatory and prosecutorial functions.
- (7) To maintain permanent records of all advisory, waiver, investigatory and prosecutorial matters.
- (8) To perform any other tasks requested by the Commission concerning any matter arising in connection with the exercise of its official powers or duties.

(9) Under circumstances in which the Commission has not convened for 60 or more consecutive days, and after notice to the Commission, Commission Counsel may issue written advisory opinions upon the request of any state employee, state officer, honorary state official or state agency as to the applicability of this chapter to any particular fact situation if the request concerns an issue that does not require a waiver and that has previously been determined by:

- a. Written opinion of the Commission; or
- b. Court opinion interpreting the State Code of Ethics.

(b) The Commission Counsel may recuse from a matter before the Commission when, in the view of Commission Counsel or of the Commission, such recusal is deemed necessary or appropriate. In situations where Commission Counsel recuses, the duties of the Commission Counsel may be exercised by the Attorney General or by outside counsel chosen by the Commission.

[69 Del. Laws, c. 467, § 9](#); [70 Del. Laws, c. 186, § 1](#); [80 Del. Laws, c. 204, § 1](#);

§ 5808B. Commission Counsel's appointment contingent upon appropriations.

The Commission Counsel established by § 5808A of this title shall not be appointed by the Commission until adequate funds have been appropriated for such purpose. In the absence of such appointment, the Attorney General shall provide legal assistance to the Commission and shall exercise any duties assigned to the Commission Counsel by this chapter. Such duties may also be exercised by outside counsel chosen by the Commission, if adequate funds are appropriated for such purpose.

[69 Del. Laws, c. 467, § 9](#);

§ 5809. State Public Integrity Commission — Power and duties.

The powers and duties of the Commission shall be as follows:

- (1) To recommend to the General Assembly from time to time such rules of conduct for public employees and officials as it shall deem appropriate.
- (2) To issue written advisory opinions upon the request of any state employee, state officer, honorary state official or state agency as to the applicability of this chapter to any particular fact situation.
- (3) To refer to Commission Counsel to investigate any alleged violation of this chapter and, after notice and hearing, to recommend by resolution, such disciplinary action as it may deem appropriate to such appropriate official or agency as the Commission shall determine or to take such other disciplinary action as is authorized by § 5810(d) of this title or other provisions of this Code. The Commission may also dismiss any complaint that it determines is frivolous or fails to state a violation.
- (4) To report to the appropriate federal or state authorities any substantial evidence of a violation of any criminal law which may come to its attention in connection with any proceeding whether advisory or disciplinary.
- (5) To maintain a file of its proceedings, waiver decisions and advisory opinions with a view toward achieving consistency of opinions and recommendations subject to the confidentiality requirements of § 5807(b) and (d), and § 5810(h).
- (6) To follow the procedural rules specified in § 5810 of this title and to establish such other procedural rules as shall not be inconsistent with the rules prescribed therein.
- (7) To subpoena witnesses, compel their attendance and testimony, administer oaths and affirmations, take evidence and require by subpoena the production of books, papers, records or other evidence needed for the performance of the Commission's duties or exercise of its powers.
- (8) To prescribe forms for reports, statements, notices and other documents required by law. The Commission may permit the filing of reports, statements, notices, and other documents by electronic means and may specify the form and content of such filings.
- (9) To prepare and publish manuals and guides explaining the duties of individuals covered by this chapter; and giving instructions and public information materials to facilitate compliance with, and enforcement hereof.

- (10) To provide assistance to state agencies, employees and officials in administering the provisions of this law.
- (11) To prepare an annual report by March 1st of each year describing its activities for the previous year and to prepare such other reports and studies as may advance the purposes of this chapter.
- (12) To appoint a lawyer admitted to practice in the State to serve as Commission Counsel.
- (13) To request appropriate state agencies to provide such professional assistance as it may require in the discharge of its duties.
- (14) To contract for any services which cannot satisfactorily be performed by the Commission Counsel or other Commission staff.
- (15) Commencing January 15, 1995, to administer and implement the financial disclosure provisions of subchapter II of this chapter and to maintain the records filed pursuant thereto.
- (16) Commencing January 15, 1996, to administer and implement the lobbyist registration provisions of this Code and to maintain the records filed pursuant thereto.
- (17) To perform such other responsibilities as may be assigned to it by law.

[59 Del. Laws, c. 575, § 1](#); [67 Del. Laws, c. 417, § 1](#); [69 Del. Laws, c. 467, §§ 10-13, 27](#); [75 Del. Laws, c. 57, § 6](#);

§ 5810. State Public Integrity Commission — Complaints; hearings; dispositions.

- (a) Upon the sworn complaint of any person or on its own initiative, the Commission may refer to the Commission Counsel for investigation any alleged violations of this chapter. The Commission Counsel shall be the prosecuting attorney in disciplinary proceedings before the Commission. In any such investigation or proceeding, a defendant shall be given an opportunity to be heard after notice, to be advised and assisted by legal counsel, to produce witnesses and offer evidence, and to cross-examine witnesses. A transcript of any such proceeding shall be made and retained, subject to the confidentiality requirements of subsection (h) of this section.
- (b) A member of the Commission shall be ineligible to participate, as a member of the Commission, in any commission proceeding relating to such member's conduct. A member of the Commission who has been found by the Commission to have violated this chapter shall be ineligible to serve again as a member of the Commission.
- (c) A member of the Commission may disqualify himself or herself from participating in any investigation of the conduct of any person upon submission in writing and under oath of an affidavit of disqualification stating that the member cannot render an impartial and unbiased decision in the case in which the member seeks to disqualify himself or herself.
- (d) With respect to any violation with which a person has been charged and which the Commission has determined as proved, the Commission may take any 1 or more of the following actions:
 - (1) Issue a written reprimand or censure of that person's conduct.
 - (2) With respect to a state employee or state officer, other than an elected official, remove, suspend, demote or take other appropriate disciplinary action with respect to that person, without regard to any limits imposed by Chapter 59 of this title but within the limits of the Constitution and other laws of the State.
 - (3) With respect to an honorary state official, recommend that appropriate action be taken to remove the official from office.
- (e) In any proceeding before the Commission, upon the request of any person charged with a violation of this chapter, such person shall be permitted to inspect, copy or photograph books, papers, documents, photographs or other tangible objects which will be used as evidence against that person in a disciplinary hearing and which are material to the preparation of a defense.
- (f) In any proceeding before the Commission, if the Commission Counsel or the Commission at any time receives any exculpatory information respecting an alleged violation against any person, it shall forthwith make such information available to such person.
- (g) Any person charged with a violation of this chapter may apply to the Commission for the issuance of subpoenas for the appearance of witnesses and for the production of documents on the person's behalf. The application shall be granted upon a concise showing by such person that the proposed testimony or evidence is relevant (or is reasonably calculated to lead to the discovery of relevant evidence) and is not otherwise available. The application shall be denied if not made at a reasonable time or if the testimony or evidence would be merely cumulative.
- (h) (1) All proceedings relating to a charged violation of this chapter shall be maintained confidential by the Commission unless:

- a. Public disclosure is requested in writing by the person charged; or
- b. the Commission determines after a hearing that a violation has occurred.

(2) Notwithstanding the confidentiality requirements of paragraph (h)(1) of this section, the Commission shall make available for public inspection the record of all proceedings relating to any decision of the Commission which is appealed to Superior Court and the Commission shall report to appropriate federal or state authorities any substantial evidence of a violation of any criminal law which comes to its attention in connection with any proceeding under this chapter.

(3) The chairperson of the Commission shall, with the approval of the Commission, establish such procedures as in the chairperson's judgment may be necessary to prevent the disclosure of any record of any proceedings or other information received by the Commission or its staff except as permitted by this chapter.

[67 Del. Laws, c. 417, § 1](#); [69 Del. Laws, c. 467, §§ 14-18](#); [70 Del. Laws, c. 186, § 1](#);

§ 5810A. Judicial review.

In the event that the Commission finds that any person has violated any provision of this chapter, said person shall have a right of appeal to Superior Court of any such finding and of any sanctions imposed with respect thereto by filing a notice of appeal with the Superior Court within 30 days of the final action by the Commission in a particular case. The appeal shall be on the record without a trial de novo. If the Court determines that the record is insufficient for its review, it shall remand the case to the Commission for further proceedings on the record. The Court's review, in the absence of actual fraud, shall be limited to a determination of whether the Commission's decision was supported by substantial evidence on the record. The burden of proof in any such appeal shall be on the appellant.

[67 Del. Laws, c. 417, § 1](#); [69 Del. Laws, c. 467, § 19](#);

[Delaware General Assembly](#)

[Judicial](#)

[Executive](#)

[Contact](#)

[Twitt](#)

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

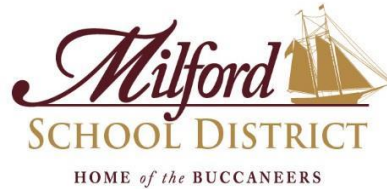
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DUTIES OF BOARD MEMBERS

The duties and obligations of an individual Board member are enumerated as follows:

1. To familiarize himself with the State school laws, regulations of the State Board of Education, and Milford School District policies, rules, and regulations.
2. To have a general knowledge of the school system.
3. To attend as many meetings as possible.
4. To vote and act in the Board meetings.
5. To represent the District at appropriate functions.
6. To refer complaints to the Superintendent.

ADOPTED: July 14, 1975



**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, 25.29 percent of enrolled students identify as Black, and the population of Black students continues to increase; and

WHEREAS, 7.86 percent of teacher educators in the Milford School District identify as Black; 34.29 percent of instructional support educators identify as Black; 8.57 percent of specialist educators identify as Black; 0.00 percent of school leaders identify as Black; and 33.33 percent of school support staff 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.

Milford School District
Monthly Report of Expenditures
For the month ended January 31, 2021

Operating Unit	Budget Line	Final Budget				
		Amount	Encumbered	Expended	Budget Remaining	% Remaining
9180668A	Benjamin Banneker Elementary School	\$ 51,943.50	3,403.67	3,747.60	\$ 44,792.23	86.23%
9180670A	Evelyn I. Morris Early Childhood Center	\$ 51,167.45	2,892.77	15,683.19	\$ 32,591.49	63.70%
9180672A	Lulu M. Ross Elementary School	\$ 69,666.00	5,199.04	16,471.63	\$ 47,995.33	68.89%
9180673A	Misphillion Elementary School	\$ 53,412.30	2,454.91	10,315.30	\$ 40,642.09	76.09%
9180675A	Milford Central Academy	\$ 110,199.10	770.08	32,948.40	\$ 76,480.62	69.40%
9180678A	Milford Senior High School	\$ 134,600.13	14,245.48	21,974.72	\$ 98,379.93	73.09%
99900000	Board Of Ed/District Expenses	\$ 9,000.00	-	7,831.00	\$ 1,169.00	12.99%
	School Resource Officer	\$ 165,000.00	-	153,175.50	\$ 11,824.50	7.17%
99900100	Legal Services, Audit and Insurance Premiums	\$ 180,000.00	31,174.12	11,453.63	\$ 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	7,702.74	\$ (6,780.77)	-226.03%
	Copy Center (District Wide)	\$ 98,500.00	47,459.47	49,295.33	\$ 1,745.20	1.77%
	Student Emergency Fund	\$ 4,000.00	-	-	\$ 4,000.00	100.00%
99910100	Superintendent	\$ 1,500.00	247.60	658.67	\$ 593.73	39.58%
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	-	112,991.05	\$ 46,284.95	29.06%
	Opportunity Grant Mental Health	\$ 255,225.00	-	22.39	\$ 255,202.61	99.99%
	Education Opportunity Grant	\$ 906,951.00	-	8,529.48	\$ 898,421.52	99.06%
	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	11,069.82	51,014.87	\$ 107,915.31	63.48%
	Athletics - Milford Central Academy	\$ 30,000.00	3,126.60	6,115.20	\$ 20,758.20	69.19%
99920800	Driver's Education	\$ 16,172.00	-	10,865.75	\$ 5,306.25	32.81%
99930200	Tuition - Special Services	\$ 584,500.00	122,480.40	120,507.60	\$ 341,512.00	58.43%
	Tuition - Special Services - ILC	\$ 285,500.00	439.56	233,627.86	\$ 51,432.58	18.01%
	Unique Alternatives (State Funds)	\$ 394,996.88	284,524.59	200,565.36	\$ (90,093.07)	-31.56%
99930300	Special Services	\$ 49,000.00	10,420.95	24,383.82	\$ 14,195.23	28.97%
	Student Success Block Grant (K-3 Basic)	\$ 119,274.00	-	2,045.32	\$ 117,228.68	-
	Special Services - State Related Services	\$ -	48,141.50	30,072.14	\$ (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	-	18,595,932.68	\$ 8,134,372.37	30.43%
99940300	Division II - Vocational	\$ 103,868.00	-	686.43	\$ 103,181.57	99.34%
99940400	Division III/Local Salaries	\$ 10,750,000.00	-	6,174,314.89	\$ 4,575,685.11	42.56%
	Union agreed Limited Contracts	\$ 365,000.00	-	175,983.11	\$ 189,016.89	51.79%
99940500	Title I	\$ 1,909,792.00	23,505.58	285,319.30	\$ 1,600,967.12	83.83%
	Title II	\$ 351,701.00	-	-	\$ 351,701.00	100.00%
	Title III	\$ 54,120.00	-	-	\$ 54,120.00	100.00%
	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	8,277.83	40,454.24	\$ 114,205.14	70.09%
	Homeless	\$ -	-	-	\$ -	-
	Other Federal Grants	\$ -	-	-	\$ -	-
99940600	Insurance Expense	\$ 94,324.00	-	105,153.00	\$ (10,829.00)	-11.48%
99940700	Social Studies Coalition/Donations	\$ 107,000.00	3,250.00	22,337.09	\$ 81,412.91	76.09%
99940810	Technology Equipment & Repair	\$ 272,800.00	21,261.52	128,993.33	\$ 122,545.15	44.92%
	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	247.60	1,828.62	\$ 7,923.78	79.24%
99960000	Child Nutrition Operations	\$ 2,070,000.00	118,382.26	988,156.37	\$ 963,461.37	46.54%
	Cafeteria Salaries	\$ 594,271.00	-	365,445.59	\$ 228,825.41	38.51%
99960100	Facilities Maintenance	\$ 90,000.00	3,413.85	25,853.21	\$ 60,732.94	67.48%
	Custodial Services and Supplies	\$ 90,000.00	3,762.53	20,977.33	\$ 65,260.14	72.51%
99960200	Operations and Utilities	\$ 304,500.00	32,162.15	123,949.43	\$ 148,388.42	48.73%
	Energy Division II	\$ 777,159.00	450,439.79	195,210.21	\$ 131,509.00	16.92%
99960300	State Transportation	\$ 3,075,579.02	117,006.90	1,455,837.39	\$ 1,502,734.73	48.86%
	State Homeless Transportation	\$ 393,131.98	165,060.27	17,452.53	\$ 210,619.18	53.57%
	State Foster Transportation	\$ 61,377.00	14,613.50	10,386.50	\$ 36,377.00	59.27%
	Transportation Supplies	\$ 1,000.00	378.72	381.60	\$ 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	18,340.03	1,939.17	\$ 23,402.13	53.57%
	Local Transportation Match	\$ 341,251.14	12,945.21	161,919.71	\$ 166,386.22	48.76%
Total Operating Budget		\$ 54,695,125.67	\$ 1,583,176.33	\$ 30,132,149.24	\$ 22,979,800.10	42.01%
99970000	Local Debt Service	\$ 1,225,976.67	-	1,002,377.62	\$ 223,599.05	18.24%
99970200	Minor Capital Improvements	\$ 615,352.00	-	-	\$ 615,352.00	100.00%
Total Capital Budget		\$ 1,841,328.67	\$ -	\$ 1,002,377.62	\$ 838,951.05	45.56%
Grand Total		\$ 56,536,454.34	\$ 1,583,176.33	\$ 31,134,526.86	\$ 23,818,751.15	42.13%

*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 January 31, 2021
58.3% of the Fiscal Year completed

REVENUE SOURCE	Preliminary FY 2021 Budget	Actual to date	%
			received
STATE FUNDS			
Formula Salaries	26,730,305.05	26,773,869.87	100.16%
Cafeteria Salaries	594,271.00	594,271.00	100.00%
Division II, All Other Costs	182,770.00	898,113.00	491.39%
Division II, All Other Costs - VOC	103,868.00	113,042.10	108.83%
Division II, Energy	777,159.00	788,951.00	101.52%
Division III, Equalization	5,639,274.00	5,647,725.00	100.15%
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	-	-	
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	369,211.00	100.00%
Major Capital Improvements	-	-	
TOTAL STATE FUNDS	40,700,700.97	40,695,903.68	99.99%
LOCAL FUNDS			
Current Expense (tax rate)	8,200,000.00	8,309,550.04	101.34%
Current Expense (capitations)	200.00	56.70	28.35%
Athletics	40,000.00	-	0.00%
Interest	325,000.00	281,584.84	86.64%
Building Rental	36,000.00	2,650.00	7.36%
Other Local Revenue	18,500.00	6,171.92	33.36%
Sol - Systems	1,500.00	671.79	44.79%
Energy Curtailment	15,000.00	-	0.00%
CSCRCP	35,000.00	3,838.25	10.97%
Indirect Costs	85,000.00	46,846.64	55.11%
Cafeteria	2,070,000.00	557,994.02	26.96%
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)	(1,889,473.78)	96.40%
Social Studies Coalition/Donations	107,000.00	53,744.40	50.23%
Debt Service	1,260,000.00	1,278,491.61	101.47%
Debt Service - County Impact Fees	78,343.00	62,702.13	80.04%
Tuition	2,825,000.00	2,770,529.60	98.07%
Minor Capital Improvements	246,141.00	271,189.46	110.18%
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	11,423,052.55	86.76%
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	135,895.00	83.40%
TOTAL FEDERAL/OTHER FUNDS	3,618,834.21	3,709,569.00	102.51%
GRAND TOTAL ALL FUNDS	57,485,528.62	55,828,525.23	97.12%

**Milford School District
Final Expenditure Budget
Fiscal Year 2021**

Operating Unit	Operating Unit Description	FY 2020 Final Budget	FY 2021 Final Budget	Difference between FY 20 and FY 21	% Difference
9180668A	Benjamin Banneker Elementary School	\$ 61,110.00	\$ 58,158.00	\$ (2,952.00)	-5%
9180670A	Evelyn I. Morris Early Childhood Center	\$ 60,197.00	\$ 59,627.00	\$ (570.00)	-1%
9180672A	Lulu M. Ross Elementary School	\$ 81,960.00	\$ 81,430.00	\$ (530.00)	-1%
9180673A	Mispillion Elementary School	\$ 62,838.00	\$ 63,434.00	\$ 596.00	1%
9180675A	Milford Central Academy	\$ 129,646.00	\$ 127,917.50	\$ (1,728.50)	-1%
9180678A	Milford Senior High School	\$ 157,382.50	\$ 162,855.00	\$ 5,472.50	3%
99900000	Board of Education - School Resource Officer	\$ 165,000.00	\$ 165,000.00	\$ -	0%
99900000	Board of Education	\$ 9,000.00	\$ 9,000.00	\$ -	0%
99900100	Legal Services and Audit	\$ 180,000.00	\$ 180,000.00	\$ -	0%
99900300	District Expenditures	\$ 35,000.00	\$ 35,000.00	\$ -	0%
99900300	Public Relations and Communication	\$ 3,000.00	\$ 10,000.00	\$ 7,000.00	233%
99900300	Uniform Assistance	\$ 4,000.00	\$ 4,000.00	\$ -	0%
99900300	School Safety and Security	\$ 142,663.55	\$ -	\$ (142,663.55)	-100%
99900300	Copy Center (District wide)	\$ 98,500.00	\$ 98,500.00	\$ -	0%
99910100	Superintendent	\$ 1,500.00	\$ 1,500.00	\$ -	0%
99920000	World Language Immersion (State Grant)	\$ 30,000.00	\$ 30,820.00	\$ 820.00	3%
99920000	Educator Accountability (State Grant)	\$ 1,044.58	\$ 1,044.58	\$ -	0%
99920000	Student Success Block Grant - Mental Health	\$ 155,364.00	\$ 255,225.00	\$ 99,861.00	64%
99920000	Student Success Block Grant Reading	\$ 81,102.00	\$ 276,936.00	\$ 195,834.00	241%
99920000	Education Opportunity Grant	\$ 871,300.00	\$ 906,952.00	\$ 35,652.00	4%
99920000	Summer School	\$ 30,000.00	\$ 30,000.00	\$ -	0%
99920000	Translators	\$ 20,000.00	\$ 20,000.00	\$ -	0%
99920000	Extra Time Programs	\$ 30,000.00	\$ 30,000.00	\$ -	0%
99920000	Curriculum/Instructional	\$ 240,591.34	\$ 244,200.00	\$ 3,608.66	1%
99920700	Athletics - Middle School	\$ 30,000.00	\$ 30,000.00	\$ -	0%
99920700	Athletics - High School	\$ 170,000.00	\$ 170,000.00	\$ -	0%
99920800	Driver's Education	\$ 16,172.00	\$ 19,113.00	\$ 2,941.00	18%
99930200	Special School - Tuition ILC	\$ 285,500.00	\$ 315,000.00	\$ 29,500.00	10%
99930200	Special School - Tuition	\$ 579,500.00	\$ 584,500.00	\$ 5,000.00	1%
99930200	Special School - Unique Alternatives (State)	\$ 394,996.88	\$ 485,089.95	\$ 90,093.07	23%
99930300	Special Services	\$ 49,000.00	\$ 49,000.00	\$ -	0%
99930300	Student Success Block Grant K-3	\$ 107,560.00	\$ 119,274.00	\$ 11,714.00	11%
99930300	Special Services - State Related Services	\$ 98,660.30	\$ 105,208.55	\$ 6,548.25	7%
99940100	Contingencies and One-Time Items	\$ 300,000.00	\$ 500,000.00	\$ 200,000.00	67%
99940200	Division I Sal/Other State Prg	\$ 25,459,618.49	\$ 27,493,869.30	\$ 2,034,250.81	8%
99940300	Division II Vocational	\$ 103,868.00	\$ 113,042.10	\$ 9,174.10	9%
99940400	Local Limited Contracts	\$ 365,000.00	\$ 365,000.00	\$ -	0%
99940400	Division III/Local Salaries	\$ 10,750,000.00	\$ 10,750,000.00	\$ -	0%
99940500	Title I	\$ 1,909,792.00	\$ 1,973,009.00	\$ 63,217.00	3%
99940500	Title II	\$ 351,701.00	\$ 353,387.00	\$ 1,686.00	0%
99940500	Title III	\$ 54,120.00	\$ 64,917.00	\$ 10,797.00	20%
99940500	IDEA Part B	\$ 1,086,566.00	\$ 1,126,652.00	\$ 40,086.00	4%
99940500	IDEA Preschool	\$ 53,718.00	\$ 55,709.00	\$ 1,991.00	4%
99940500	Perkins	\$ 162,937.21	\$ 125,895.00	\$ (37,042.21)	-23%
99940500	Homeless	\$ -	\$ -	\$ -	
99940600	Insurance	\$ 94,324.00	\$ 105,153.00	\$ 10,829.00	11%
99940700	Private Grants/Donations	\$ 107,000.00	\$ 107,000.00	\$ -	0%
99940810	Technology Equipment & Repair	\$ 272,800.00	\$ 272,800.00	\$ -	0%
99940810	Technology Block Grant	\$ 106,916.00	\$ 108,554.00	\$ 1,638.00	2%
99940900	Tuition Reimbursement - Administrative	\$ 15,000.00	\$ 15,000.00	\$ -	0%
99940900	Tuition Reimbursement	\$ 60,000.00	\$ 60,000.00	\$ -	0%
99950000	Personnel/Hr	\$ 10,000.00	\$ 10,000.00	\$ -	0%
99960000	Child Nutrition Operations	\$ 2,664,271.00	\$ 1,244,271.00	\$ (1,420,000.00)	-53%
99960100	Facilities Maintenance	\$ 90,000.00	\$ 90,000.00	\$ -	0%
99960100	Custodial Services	\$ 90,000.00	\$ 90,000.00	\$ -	0%
99960200	Energy - Division II	\$ 777,159.00	\$ 788,951.00	\$ 11,792.00	2%
99960200	Local Energy/Utilities	\$ 87,000.00	\$ 87,000.00	\$ -	0%
99960200	Custodial Substitutes	\$ 10,000.00	\$ 10,000.00	\$ -	0%
99960200	Operations/Utilities	\$ 200,000.00	\$ 207,500.00	\$ 7,500.00	4%
99960300	State Transportation	\$ 3,531,088.00	\$ 3,122,122.61	\$ (408,965.39)	-12%
99960400	Local Transportation	\$ 392,351.14	\$ 368,960.53	\$ (23,390.61)	-6%
Total Operating Budget		\$ 53,487,817.99	\$ 54,337,577.12	\$ 849,759.13	2%
99970000	Local Debt Service	\$ 1,417,841.37	\$ 1,225,976.67	\$ (191,864.70)	-14%
99970200	Minor Capital Improvements	\$ 680,552.00	\$ 615,352.00	\$ (65,200.00)	-10%
Total Capital Budget		\$ 2,098,393.37	\$ 1,841,328.67	\$ (257,064.70)	-12%
TOTAL		\$ 55,586,211.36	\$ 56,178,905.79	\$ 592,694.43	1.1%
Reserve Allocation		\$ 1,393,621.80	\$ 1,363,277.88	\$ (30,343.92)	
GRAND TOTAL		\$ 56,979,833.16	\$ 57,542,183.67	\$ 562,350.51	1.0%

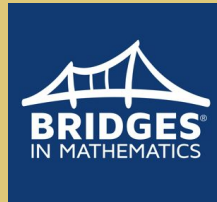


Final Fiscal Year 2021 Revenue Budget

REVENUE SOURCE	Final FY 2020 Budget	Final FY 2021 Budget
STATE FUNDS		
Formula Salaries	25,457,433.38	27,468,642.00
Cafeteria Salaries	594,271.00	594,271.00
Delaware Sustainment Fund	798,877.00	717,857.00
Academic Excellence Cash Option	-	-
Related Services Cash Option	98,660.30	105,208.55
Division II, All Other Costs	897,770.00	898,113.00
Division II, All Other Costs - VOC	103,868.00	113,042.10
Division II, Energy	777,159.00	788,951.00
Division III, Equalization	5,639,274.00	5,647,725.00
State Transportation	3,071,260.23	2,890,078.74
Transportation - Driver Training	4,318.79	3,788.87
Homeless Transportation	393,131.98	196,566.00
Foster Transportation	61,377.00	30,689.00
Transportation Supply	1,000.00	1,000.00
Unique Alternatives	394,996.88	485,089.95
Drivers' Education	16,172.00	19,113.00
Professional Development	18,391.34	-
Technology Block Grant	106,916.00	108,554.00
CPR Instruction	1,044.58	1,044.58
Education Opportunity Grant	871,300.00	906,952.00
Education Opportunity Grant - Mental Health - Ross/Morris	155,364.00	255,225.00
Student Success Block Grant Reading - Ross/Morris	81,102.00	276,936.00
Student Success Block Grant K-3	107,560.00	119,274.00
Child Safety Awareness	-	5,062.00
College Access Grant	-	-
World Language Expansion	30,000.00	30,820.00
U/D Partnership - Year Long Residencies	-	83,622.15
Substitute Reimbursement - Parental Leave	2,185.11	25,227.30
Minor Capital Improvements	408,331.00	369,211.00
School Safety and Security Fund	142,663.55	-
Major Capital Improvements	-	-
TOTAL STATE FUNDS	40,234,427.14	42,142,063.24
LOCAL FUNDS		
Current Expense (tax rate)	8,070,000.00	8,300,000.00
Current Expense (capitations)	200.00	200.00
Athletics	40,000.00	0.00
Interest	325,000.00	325,000.00
Building Rental	36,000.00	4,500.00
Other Local Revenue	18,500.00	18,500.00
Sol - Systems	1,500.00	1,500.00
Energy Curtailment	15,000.00	15,000.00
E-Rate	9,350.00	5,500.00
CSCR	20,000.00	35,000.00
Indirect Costs	85,000.00	85,000.00
Cafeteria	2,070,000.00	650,000.00
Net Choice Billings	(95,969.94)	(164,893.80)
Charter Billings	(130,070.62)	(165,738.77)
Tuition Billings	(1,960,000.00)	(1,960,000.00)
Tuition	2,825,000.00	2,859,500.00
Donations	107,000.00	107,000.00
Debt Service	1,270,000.00	1,260,000.00
Debt Service - County	147,841.37	78,343.00
Match Tax - Minor Capital Improvements	272,221.00	246,141.00
Match Tax - Reading and Math Specialists	-	-
Match Tax - Extra Time	-	-
Match Tax - Technology Maintenance	-	-
TOTAL LOCAL FUNDS	13,126,571.81	11,700,551.43
FEDERAL FUNDS		
IDEA	1,086,566.00	1,126,652.00
IDEA - Preschool	53,718.00	55,709.00
TITLE I	1,909,792.00	1,973,009.00
TITLE II	351,701.00	353,387.00
TITLE III	54,120.00	64,917.00
PERKINS	162,937.21	125,895.00
TOTAL FEDERAL/OTHER FUNDS	3,618,834.21	3,699,569.00
GRAND TOTAL ALL FUNDS	56,979,833.16	57,542,183.67



Milford School District Elementary Math Selection Process



Participating Pilot Teachers

Morris	Banneker	Mispillion	Ross	District
<i>Jaime Hill/Simon</i> <i>Dianna Sarabia</i> <i>Juli McDuff</i> <i>Ashleigh Beisaw</i> <i>Karina Arias</i> <i>Jen Legg</i>	<i>Kristen Walters (1)</i> <i>Yaritza Reyna</i> <i>(Immersion) (2)</i> <i>Mia Taylor (3)</i> <i>Todd French (4)</i> <i>Lauren French (5)</i> <i>Oliday LaRagione</i> <i>(1) (Immersion)</i> <i>Kim Davies (2)</i> <i>Liliana Allyon-Tapia</i> <i>(3) (Immersion)</i> <i>Cole Pavlik (4)</i> <i>Mary Gresick (5)</i>	<i>Kristine Blizzard (1)</i> <i>Elaine Norris (2)</i> <i>Jen Nichols (3)</i> <i>Dan McPike (4)</i> <i>Caitlyn Donavan (5)</i> <i>Jessica Wechtenhiser</i> <i>(1)</i> <i>Anne Ochs (2)</i> <i>Emily Schrock (3)</i> <i>Jamie Pase (4)</i> <i>Carrie Holleger (5)</i>	<i>Emily Roche (1)</i> <i>Kelley Muir (2)</i> <i>Katie Davis (3)</i> <i>Jamie Hall (4)</i> <i>Joanne Baird (5)</i> <i>Starla Plummer (1)</i> <i>Kelly Dee (3)</i> <i>Tenesha Duffy (4)</i>	<i>Bridget Amory</i> <i>Renae Worley</i> <i>Kate Marvel</i> <i>Sheri Firch</i>

- ❖ Board Policy 6111
- ❖ Non-Negotiables for MSD
 - Ed Reports: <https://www.edreports.org/>
 - Statewide resources
- ❖ Targeted date for review was same as our elementary ELA. We decided to postpone a year.
 - Year One - Curriculum Review by Task Force
 - Year Two - K-5 Pilot
 - Recommendation



MSD Math Non-Negotiables

Alignment to the Common Core Standards

Strong Emphasis on Building Conceptual Understanding

Engaging for Students

Embedded Review of Concepts and Procedural Fluency

Encourage Productive Struggle through worthwhile tasks

Quality Assessments

Technology Components Built in (to promote mathematical understanding)

Use of Research Based Instructional Strategies

Year One - 2019-2020

Fall 2019

- Creation of the Math Task Force
- Creation of our District Non-negotiables
- Reviewing Edreports and requesting samples from all highly rated curricular resources.

Winter 2019

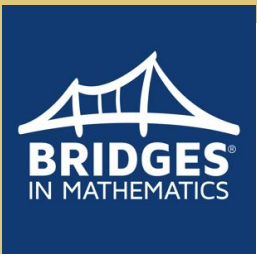
- Curriculum resources reviewed by the Math Task Force
- Begin to narrow options using specific rubrics

Winter 2020

- Continued review of materials
- Narrowed programs to 3 options :
Envision 2020,
Bridges, and Math Expressions

Spring 2020

- Vendor presentations from 3 programs
- Decision to narrow to Bridges and Envision 2020
- Decision by task force to pilot materials
- Ordering materials and PD for pilot teachers



Curriculum

Inquiry-based elementary programs



PK–5 curriculum



Daily practice



Targeted support

Bridges in Mathematics is a comprehensive PK–5 curriculum that equips teachers to fully implement the Common Core State Standards for Mathematics in a manner that is rigorous, coherent, engaging, and accessible to all learners.

The curriculum focuses on developing students' deep understandings of mathematical concepts, proficiency with key skills, and ability to solve complex and novel problems. Bridges blends direct instruction, structured investigation, and open exploration. It taps into the intelligence and strengths of all students by presenting material that is as linguistically, visually, and kinesthetically rich as it is mathematically powerful.



enVisionMATH is a core curriculum for students in kindergarten through grade 6. The program seeks to help students develop an understanding of math concepts through problem-based instruction, small-group interaction, and visual learning with a focus on reasoning and modeling. Envision 2020 includes a digital online system (savvasrealize.com) which is home to math digital content, assessments, student data, and management tools. Teachers can easily customize lessons, integrate Google Classroom®, or add OpenEd resources.

Year Two - 2020-2021

Fall 2020

- Pilot Materials distributed
- Pilot begins in both remote and hybrid settings
- Feedback collected through google surveys from pilot teachers in October and November.

Winter 2020

- Continued meetings with pilot teachers
- Continued collection of feedback from pilot teachers

Winter 2021

- Final reflections from pilot teachers
- All PLCs review data collected from pilot teachers
- Survey completed by all teachers
- Admin reviewed feedback and considered recommendations

Spring 2021

- Board Approval
- Ordering of Materials
- Distribution of Materials
- Initial PD for staff



Ashleigh Beisaw

Kindergarten Teacher

Morris Early Childhood

" My favorite part of Bridges is how each concept starts off with hands on manipulatives which allows for all my students to develop conceptual understanding of Math. Bridge's hands on approach makes learning accessible for all my learners especially my special education and English language learners. Bridges puts a huge emphasis on student led learning which has transformed my students into critical thinkers."

- Carrie Holleger,
Mispillion Teacher



Feedback Collected from Pilot Teachers

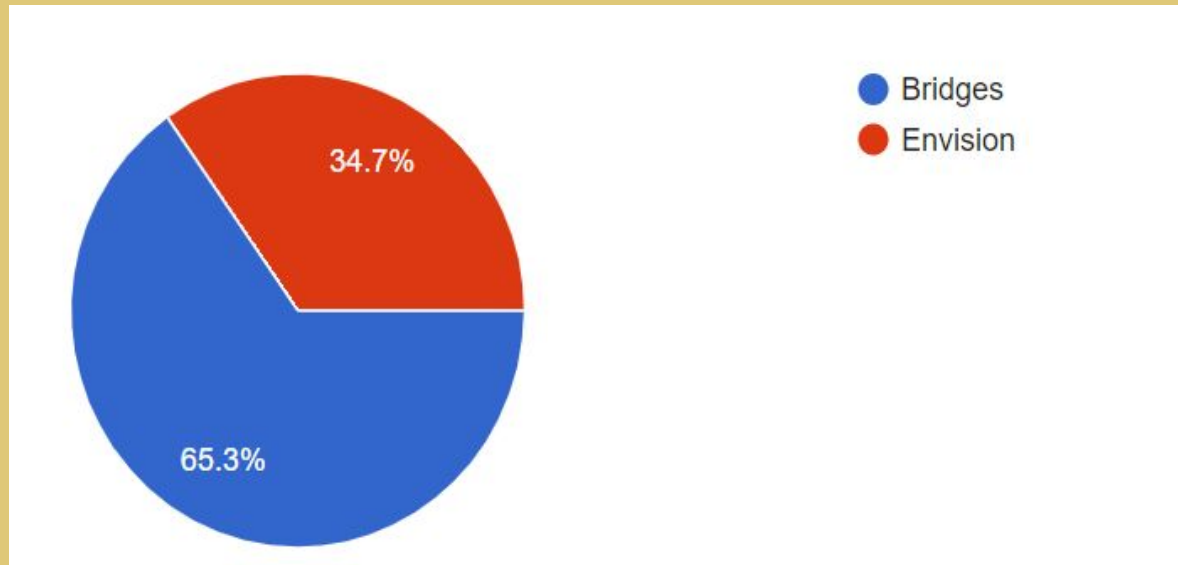
This information was presented to all grade level PLCs in January 2021. All teachers were asked to complete a survey ranking the programs based on the data reviewed.

[Link to Feedback Collected from Pilot Teachers](#)

Teacher Results from Survey

Feedback from K-5 Teachers and Administration

https://docs.google.com/presentation/d/1donEBnIUzwDjg41LRhkoT-PEor_EV4p1PqKjdvaOeow/edit?usp=sharing



Estimated investment to support implementation K - 5 includes:

Materials = Our estimate from last spring: \$153,379.15 (this is one year ONLY)

Additional yearly costs are as follows:

Grade K, 1, and 2:

Number Corner Workbook: \$18.00 per student

Bridges Student Consumable Textbook: \$18.00 per student

Home Connections Workbook (this is daily practice for home) - \$36.00

Grade 3, 4, and 5:

Number Corner Workbook: \$18.00 per student

Bridges Student Consumable Textbook: \$36.00 per student

Home Connections Workbook (this is daily practice for home) - \$36.00

Professional Learning = onboarding PD is included with the initial purchase of materials; additional PD budget estimate is included in graphic

Additional ongoing Professional Learning will be available through the Delaware Department of Education and Bridges partnership and our participation with the State of Delaware Math Coalition.

Bridges Workshop	Duration	Cost per session
In-Person Support Gr. K-2	6 hours	\$4,300
In-Person Support Gr. 3-5	6 hours	\$4,300
In-Person Support Gr. K-2 (AM) and Gr. 3-5 (PM) – Same leader	3 hours each team (6 total)	\$4,300
Remote Bridges Support Gr. K-2	3 hours	\$1,200
Remote Bridges Support Gr. 3-5	3 hours	\$1,200
Online Coaching Course	13 weeks	\$250 per person

Career & Technical Education Updates



February 22, 2021



SCHOOL OF AGRISCIENCE



NATIONAL
FFA WEEK

Thank you to our instructors- Olivia Aten, Caitlin Walton, McKenzie Ivory and Chris Stahl

- **Delaware Farm Bureau Blue Jacket Bonanza**
 - 8 MHS FFA members submitted applications to receive free FFA jackets from the Delaware Farm Bureau that they will be able to wear throughout their FFA journey. We will find out in the next month who will receive their very own FFA jacket.
- **Delaware FFA Vision Conference February 8-10**
 - 4 MHS FFA members virtually attended the state conference to learn about leadership, the importance of promoting agriculture and goal setting.
- **National FFA Week February 20-27**
 - Every year, National FFA Week is celebrated across the country in a variety of different ways!
 - MCA FFA officer team is competing in the Opening and Closing Ceremonies Career Leadership Development Events (CDE)
 - MCA FFA is collaborating with the cafeteria team at MCA to provide a Delaware agriculture themed lunch, and giving a sweet treat to all of the staff members at MCA.
 - MHS FFA will be participating in the following events: Community Wide Canned Food Drive, Chapter/School wide Yoga Class, CDE Olympics, Drive- through Greenhand Ceremony, Virtual Movie Night, Blue and Gold Day
- **Virtual Delaware FFA State Spring CDE Contests**
 - Taking place in March
 - 25 MHS students will be competing in 8 different contests
- **Both MCA and MHS Agriscience departments are gearing up for a busy spring semester**
 - Spring Plant Sales and Livestock Animals

SCHOOL OF BUSINESS, MANAGEMENT & HOSPITALITY



Thank you to our instructors- Claudia Harris, Rose Parker and Judy Emory

- Congratulations to the MHS DECA team. Not only have they achieved the honors of winning their events and advancing to national competition, but they did so through unique virtual conditions. All members of the team placed this year!

Place

Automotive Services Marketing Series	Individual	2	Dylan Crouch	Milford High School
Business Law and Ethics Team Decision Making	Team Decision Making	2	Summer Davis	Milford High School
Business Law and Ethics Team Decision Making	Team Decision Making	2	Deena Johnson	Milford High School
Financial Consulting	Professional Selling	2	James Stangl	Milford High School
Financial Services Team Decision Making	Team Decision Making	1	Alex Mergner	Milford High School
Financial Services Team Decision Making	Team Decision Making	1	James Stangl	Milford High School
Hospitality & Tourism Professional Selling	Professional Selling	1	America Ocegueda	Milford High School
Principles of Finance	Business Administration	1	Dhwit Shah	Milford High School
Professional Selling	Professional Selling	1	Kevin Lin	Milford High School
Restaurant and Food Service Management	Individual	2	Cannon Cline	Milford High School
Sports & Entertainment Marketing Team Decision Making	Team Decision Making	1	Kevin Lin	Milford High School
Sports & Entertainment Marketing Team Decision Making	Team Decision Making	1	Antoine Gravat	Milford High School

- Students involved with the Academy of Finance complete their competitions this week. We wish them luck!



SCHOOL OF EDUCATION AND CAREER STUDIES

Thank you to our instructor- Molly Chorman

Teacher Academy Social Justice & Equity Pilot

Mrs. Chorman and three other teacher academy instructors across Delaware will work closely with the DDOE, Institutions of Higher Education, and Educators Rising. Mrs. Chorman will receive professional development and become a catalyst of teacher academy curriculum changes to ensure we are offering a program of study that is inclusive to all. The programmatic goal of this pilot is to graduate culturally responsive future educators who reflect the demographics of our diverse DE classrooms.



**EDUCATORS
RISING**

SCHOOL OF HEALTH SCIENCES



Thank you to our instructors- Rebecca Tappan, Leslie McMillan, Lauren Vann and Meaghan Tyndall

- MCA students are learning the basic foundations of Healthcare Careers, Healthcare Anatomy and Physiology, Infection Prevention, Medical Terminology, Medical Mathematics, and about their involvement in the national organization of HOSA.
- MHS HOSA Competition

The following students are competing in HOSA events on March 2nd and 3rd. The virtual competition will be against other southern division schools. The top three competitors in each division will compete virtually at the state level on March 30th or 31st.

Allison Benton	Reina Fogel	Deena Johnson	Emma Sekscinski
Julianna Brown	Judy Gomez Bonilla	Victoria Jordan	Emily Smallwood
Diamond Carmona	Frida Ibarra	Marlie McMillan	Matthew Stangl
Kaidyn Curtis	Nathaly Intriago-Rivera	Roxana Roblero	Cullen Young

SCHOOL OF ART AND DESIGN



Thank you to our instructors- Jeff Thompson, Rebecca Pepper, Julie Skerrett, Christine Smith, Carissa Meiklejohn & Karine Richards

- DMEA is holding virtual All State Ensembles this year. Students sign up if they want to participate, no auditions required. We should soon have a list of students who are participating this school year.
- Charlotte Del Rossi auditioned last year and is currently involved in the Philadelphia Youth Symphony Orchestra. She is rehearsing virtually for their spring concert performances.
- **Spring Showcase:**

An opportunity where students can perform their dream performance. Later in March, students will come into the auditorium at individual time slots so that we can film their solo songs onstage. This will increase the production value of the video by giving the students sound and lights, but they are still going to be able to meet the health and safety guidelines for performance. We will then edit all the clips together into a full showcase of our student performers.



SCHOOL OF SCIENCE, TECHNOLOGY, ENGINEERING & MATH

Thank you to our instructors- Alexandra March, Mike Streck and Nate L'Armand

- MCA students in the technology exploratory class are competing in a variety of TSA (Technology Student Association) state-wide competitions including building and racing a solar car, taking and editing digital photographs, designing promotional marketing materials and even creating their own working online video games! Students have been learning about a variety of STEM careers and then participating in activities where they practice responsibilities associated with those careers. Many students have thoroughly enjoyed building interactive code using MIT's Scratch program; creating animated stories, building games, or even designing their own art using code.
- The MHS computer science program is participating in the Department of Education pilot with Zip Code Wilmington. A representative from Zip Code Wilmington (Tyrell Hoxter) attends daily Google Meets and provides instruction via a proprietary Learning Management System.



KEEP AN EYE OUT...

In the weeks leading up to spring break we plan to promote our CTE teachers and programs of study on our social media platforms. As we begin scheduling for next school year, we want to make sure our students are aware of the many options they have at Milford School District.



BOARD AGENDA ONLY

February 22, 2021

PERSONNEL REPORT – Action Item

RECOMMEND FOR EMPLOYMENT – ADMINISTRATIVE CONTRACT*

HAZZARD, Brittany

District - Supervisor of Equity & Support Services

Contract – 1 year ending June 30, 2022

Effective: TBD

RECOMMEND FOR EMPLOYMENT – READING TUTOR*

Recommend for employment for contingent upon funding and enrollment

Ross

ANDERSON, Keegan

RIVERA, Jaden

DAVIS, Allie

RETIREMENT

THOMPSON, Donna

Central – Full-Time Educational Support Paraprofessional

Effective: June 17, 2021

Service to MSD: 18 years

TRANSFER

MARCH, Alexandra

From Central Academy Computer Science and Technology Teacher to District Instructional Technology Specialist

Effective: TBD

NORMAN, Ashley

From District Student & Family Interventionist to District Visiting Teacher (11 month)

Effective: March 1, 2021

BISHOP, Rebecca

From District Educational Diagnostician (10 month) to District Individualized Educational Support Specialist (11 month)

Effective: March 1, 2021

RESIGNATION

STAHL, Christopher

High – AgriScience Teacher

Effective: February 28, 2021

Service to MSD: 11 years

RECOMMEND FOR EMPLOYMENT- 2020 – 2021 LIMITED CONTRACTS

High	Girls Soccer, Head Coach	KEMMERLIN, Prince
High	Girls Soccer, Asst. Coach	EVANS, Edward
High	Baseball Coach, Asst. (JV)	JEFFERSON, Nick
High	Boys Lacrosse, Head Coach	FAULKNER, Blake
High	Boys Lacrosse, Asst. Coach	DEENEY, Ryan/ EDWARDS, TJ/ GALANTE, Charles (NE)
Banneker	Girls on the Run, Advisor	NORMAN, Jen
Ross	Girls on the Run Advisor	MAHAN, Anne/ ZANKS, Ally

Rescind – 2020-2021 LIMITED CONTRACTS

High	Advisor, FFA	STAHL, Christopher
High	Instructional Coach, Tech Ed/Ag/CTE	STAHL, Christopher
High	Girls Soccer, Head Coach	HOWARD, Donovan
High	Softball, Asst. Coach	ANDREWS, Amber
High	Girls Tennis, Head Coach	POWERS, Jacquelyn
Central	Girls Soccer, Head Coach	KEMMERLIN, Prince

2020-2021 VOLUNTEER

High	Girls Tennis	POWERS, Jacquelyn
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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.