

HOME *of the* BUCCANEERS

906 Lakeview Avenue Milford, DE 19963

Phone: (302) 422-1600

**AGENDA FOR TUESDAY, FEBRUARY 22, 2022 AT 6:00 PM
REGULAR SCHOOL BOARD MEETING**

The Milford Board of Education will hold this meeting electronically and in-person in the Milford High School Auditorium. Social distancing and mask wearing is required for all of those attending in-person.

Public may access this electronic meeting at the following link:

<https://milford.webex.com/milford/j.php?MTID=m7bfd24e48767b9c10cfa74b8278f0fff>

Event password: board (26273 from phone)

Event Number: 2624 735 6553

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

Dial in: +1-415-655-0001

Access code: 262 473 56553

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

1. Call to Order by President

2. Roll Call

_____ Mr. Rony Baltazar-Lopez

_____ Dr. Adam Brownstein

_____ Mr. Scott Fitzgerald

_____ Mr. Kristopher Thompson

_____ Mr. David Vezmar

_____ Mrs. Jean Wylie

_____ Mr. Jason Miller

3. Pledge of Allegiance

4. Approval of Minutes

A. Regular Meeting Minutes for January 24, 2022 Action Item

5. Adjournment to Executive Session Action Item

A. Employment Matter – See 29 Del. C § 10004(b)(6)

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

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

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

6. **Return to Open Session (anticipated at 7:00 pm) Action Item**
7. **Personnel – Dr. Jason Peel**
 - A. Personnel Action Item
8. **Changes to Agenda**
9. **Superintendent’s Report**
 - A. Recognitions
 - B. Upcoming Events
 - C. 2022-2023 School Choice Acceptance Report Action Item
 - D. Strategic Planning RFP Update
 - E. Mask Wearing in Schools
10. **Public Comment**
11. **Business – Dr. Sara Croce**
 - A. Monthly Revenue and Expenditure Reports as of January 31, 2022 Action Item
12. **Student Learning – Dr. Bridget Amory**
 - A. Secondary Math Pilot Purchasing Recommendation
 - B. 2022-2023 Academic Calendar – Read Only
13. **Equity and Support Services – Dr. Brittany Hazzard**
14. **Board Discussion**
 - A. DSBA Updates
 - B. JUUL Discussion
 - C. Milford School District Proclamation Introduced by Mr. Rony Baltazar-Lopez: Proclaiming the Monthlong Celebration of Black History Month in February Action Item
 - D. Revised Draft Board Policy 4302(c) Local Salary Supplement: Technology Specialists – Read Only
 - E. Revised Draft Board Policy 4319 Holiday Schedule: Twelve Month Employees – Read Only
 - F. Revised Draft Board Policy 4330 Employee of the Year Awards – Read Only
15. **Adjournment Action Item**



MILFORD SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR BOARD MEETING
JANUARY 24, 2022

Board Members in Attendance	
Mr. Jason Miller, President	Mr. Kristopher Thompson
Mr. Rony Baltazar-Lopez, Vice President	Mr. David Vezmar
Dr. Adam Brownstein	Mrs. Jean Wylie
Mr. Scott Fitzgerald	Dr. Kevin Dickerson, Executive Secretary

The Regular Meeting of the Milford Board of Education was called to order by President Mr. Miller at 6:00 PM on Monday evening, January 24, 2022.

PLEDGE OF ALLEGIANCE

APPROVAL OF MINUTES

MOTION MADE BY DR. BROWNSTEIN/SECONDED BY MRS. WYLIE to approve the Regular Meeting Minutes for December 20, 2021, and January 4, 2022. **Motion passed unanimously.**

ADJOURNMENT TO EXECUTIVE SESSION

MOTION MADE BY DR. BROWNSTEIN/SECONDED BY MR. FITZGERALD to adjourn into Executive Session at 6:02 PM. **Motion passed unanimously.**

RETURN TO OPEN SESSION

MOTION MADE BY MR. FITZGERALD/SECONDED BY MR. THOMPSON to adjourn Executive Session at 7:03 PM. **Motion passed unanimously.**

Due to some board members joining the meeting virtually, Mr. Miller requested another roll call:

Mr. Baltazar-Lopez – present	Mr. Thompson – present	Mr. Miller - present
Dr. Brownstein – present	Mr. Vezmar - absent	
Mr. Fitzgerald – present	Mrs. Wylie – present	

PERSONNEL – Dr. Peel

Personnel Report

MOTION MADE BY MR. FITZGERALD/SECONDED BY DR. BROWNSTEIN to accept the Personnel Report as presented during Executive Session.

CHANGES TO AGENDA - None

PUBLIC COMMENT - None

SUPERINTENDENT’S REPORT

Recognitions

Congratulations to Milford High School Wrestling Coach Mr. Don Parsley on his 300th coaching win on December 21, 2021, making him one of the all-time winningest coaches in the State.

Congratulations to the following Milford High School band students for their successful audition and selection to the Delaware All-State Band:

- Delaware All-State Jazz Band: Nick Del Rossi – Tenor Sax, 2nd chair
- Delaware Senior All-State Band: Charlotte Del Rossi, Flute 4th chair

- Delaware Senior All-State Band: Stephen Layton, Percussion, 1st chair

Mispillion Elementary School announced their writing contest winners. The students had to write about a book that they would choose to give as a gift and explain why they chose that book. Congratulations to:

- 1st Grade: Dustin O'Neal
- 2nd Grade: Eli Acevedo
- 3rd Grade: Charlotte Tooze
- 4th Grade: Emma Johnson
- 5th Grade: Lauren King

Congratulations to Mispillion and Ross 5th grade band members for successful winter band concerts and to Elementary Band Director Mr. Todd Mentzer for leading the concerts.

Banneker's 5th grade band concert is this Wednesday in the MHS auditorium.

Upcoming Events

2nd Marking Period Report cards will be issued January 31, 2022

Friday, February 25th ends Mid Marking Period 3

The Milford School District Board of Education will have 2 seats for election (Area D & At-Large – candidate from any area of MSD) on May 10, 2022. The filing deadline for interested candidates is March 4, 2022. Please visit the district website for additional information or contact the Kent County Department of Elections.

BUSINESS – Dr. Croce

Revenue and Expenditure Report

MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY DR. BROWNSTEIN to approve the Revenue and Expenditure Reports as of December 31, 2021. **Motion passed unanimously.**

Final FY2022 Revenue and Expenditure Budget

MOTION MADE BY DR. BROWNSTEIN/SECONDED BY MR. FITZGERALD to approve the Final FY2022 Revenue and Expenditure Budget. **Motion passed unanimously.**

DDOE Financial Position Report

MOTION MADE BY DR. BROWNSTEIN/SECONDED BY MR. FITZGERALD to approve the DDOE Financial Position Report as of December 31, 2021. **Motion passed unanimously.**

INSTRUCTION AND STUDENT PROGRAMS – Dr. Amory

Curriculum and Instruction Updates

The District Curriculum Advisory Committee has resumed discussion on preliminary professional development needs for our staff members for the 2022-2023 academic year.

The District Social Studies taskforce has been working to address the following: House Bill 198 (also known as the Black History Bill) that requires all public schools to provide instruction on Black History; Financial Literacy Bill intended to increase the financial literacy of all Delaware students; and Holocaust Bill that requires students in grades 6 through 12 to be provided instruction on the Holocaust and genocide at least one time in each grade. The District is working in conjunction with the Social Studies Coalition, the Delaware Department of Education and other curriculum directors throughout Delaware for guidance in the process and selection of materials to support implementation and the necessary professional learning.

Standards-based grading and reporting: Kindergarten has been piloting this year; anticipate roll out K-5 during the 2022-2023 academic year. The Secondary Math Pilot is wrapping up and is in the process of finalizing recommendation(s). The Elympics will not be held this year and the EL team is working on an alternative celebration for our district's EL students.

Congratulations to MHS World Language Teachers who have completed the Avant ADVANCE modules and successfully completed the final assessment. Each MHS World Language teacher is now a Delaware-Recognized World Language Proficiency Champion. Milford High School qualifies as a Proficiency Champion School and a banner will be awarded. This effort was led by Ms. Sharlitta Gilbert, the district's EL/WL Specialist, and Ms. Cami Morgan, World Language Lead Teacher.

BUILDINGS AND GROUNDS – Mr. Sharp

Mispillion Elementary Playground Area and Equipment Addition

MOTION MADE BY MR. THOMPSON/SECONDED BY MRS. WYLIE to approve the Mispillion Elementary Playground Area and Equipment Addition. **Motion passed unanimously.**

Lulu Ross Elementary Playground Area and Equipment Addition

MOTION MADE BY MR. THOMPSON/SECONDED BY DR. BROWNSTEIN to approve the Lulu Ross Elementary Playground Area and Equipment Addition. **Motion passed unanimously.**

MHS HVAC Renovation/Replacement/Upgrade RFP* *action required immediately and cannot be deferred to a later meeting.*

MOTION MADE BY DR. BROWNSTEIN/SECONDED BY MRS. WYLIE to approve the MHS HVAC Renovation/Replacement/Upgrade RFP. **Motion passed unanimously.** This item was added to the agenda in accordance with FOIA guidelines due to the aggressive timeline for bidding and for work to take place this summer.

Secondary Campus Turf Replacement RFT

Currently in the design phase. Due to the tight timeline for turf replacement, the RFP will be presented within the next two board meetings.

BOARD DISCUSSION

DSBA Updates - None

Black History Month Proclamation was introduced by Mr. Baltazar-Lopez as a Read Only item. Mr. Baltazar-Lopez is willing to work with other board members to draft other proclamations to celebrate MSD students and diverse cultures.

County Tax Penalty Waiver Discussion

The current tax waiver process is for a district taxpayer learns to write a letter to the Board requesting some or all of the taxes and interests to be waived. Dr. Croce presents the information to the board for discussion and vote and then notifies Sussex County of the decision. All collection takes place through Sussex County.

Board members share suggestions for best processing these requests. Dr. Brownstein stated that collecting the principal in full is better than not collecting any principal and interest. Mr. Baltazar-Lopez believes that each case should be heard on a case-to-case basis and doesn't want to give the county permission to make deals with taxpayers. Mr. Miller would like for the board to work on a potential opportunity to work out a process for paying the principal.

ADJOURNMENT

MOTION MADE BY DR. BROWNSTEIN/SECONDED BY MR. FITZGERALD that the Regular Meeting of the Milford Board of Education held on Monday, January 24, 2022, adjourn @ 7:47 PM. **Motion passed unanimously.**

Kevin Dickerson, Executive Secretary

Theresa Blocker, Recording Secretary

DRAFT

MILFORD SCHOOL DISTRICT
MILFORD, DELAWARE 19963

**SCHOOL CHOICE
SCHOOL YEAR 2022-2023**

We currently have (67) applicants. Of the (67), there are (8) who are residents of the Milford School District requesting a transfer for another school in the Milford School District. Of the (59) remaining non-residents requesting to attend our schools (35) were enrolled in the Milford School District during the 2021-2022 school year, (27) are new applicants to the district and (5) are kindergarten applications. Of the (66) applications (20) failed to submit the proper paperwork.

The administration recommends:

- 1) Morris Early Childhood Center - 5 applicants**
 - a) Accept (5) – Kindergarten

- 2) Banneker Elementary School - 11 applicants**
 - a) Accept (10) - 1st graders
 - b) Incomplete Applications (1)

- 3) Lulu M. Ross Elementary School – 12 applicants**
 - a) Accept (6) – 1st graders
 - b) Waitlist (1) – 1st grader
 - c) Accept (1) – 3rd grader
 - d) Denied (1) - 2nd grader
 - e) Incomplete Applications (3)

- 4) Mispillion Elementary School – 10 applicants**
 - a) Accept (8) – 1st graders
 - b) Incomplete Applications (2)

- 5) Milford Central Academy - 10 applicants**
 - a) Accept (3) - 6th graders
 - b) Waitlist (1) 6th grader
 - c) Denied (1) – 6th grader
 - d) Incomplete Applications (4)

- 6) Milford High School - 19 applicants**
 - a) Accept (6) - 9th graders
 - b) Waitlist (1) – 9th grader
 - c) Denied (1) – 9th grader
 - d) Waitlist (1) – 12th grader
 - e) Incomplete Applications (10)

That all Milford School District resident school choice applications be approved as of this date.

That the administration be permitted to act on “Good Cause” applications as they arise. Consideration will be given to school enrollments as well as the circumstances causing the late application.

MILFORD SCHOOL DISTRICT
Fiscal Year 2022 Monthly Revenue Report
As of January 31, 2022
58.3% of the Fiscal Year completed

REVENUE SOURCE	Final FY 2022 Budget	Actual to date	% received
STATE FUNDS			
Formula Salaries	31,524,499.24	27,112,833.75	86.01%
Cafeteria Salaries	534,844.00	636,709.00	119.05%
Division II, All Other Costs	937,653.00	937,653.00	100.00%
Division II, All Other Costs - VOC	106,221.00	106,221.00	100.00%
Division II, Energy	810,530.00	810,530.00	100.00%
Division III, Equalization	5,900,596.00	5,900,596.00	100.00%
State Transportation	3,151,021.04	3,151,021.04	100.00%
Homeless Transportation	474,933.00	474,933.00	100.00%
Foster Care Transportation	27,561.00	65,561.00	237.88%
Transportation Supply	1,000.00	1,000.00	100.00%
Related Services Cash Option	94,688.00	94,688.00	100.00%
Drivers' Education	19,305.00	19,305.00	100.00%
Unique Alternatives	558,364.63	558,364.63	100.00%
Professional Development	-	-	
Delaware Sustainment Fund	825,605.00	825,605.00	100.00%
Academic Excellence Cash Option	-	-	
Technology Block Grant	110,493.00	110,493.00	100.00%
Educator Accountability (CPR)	3,548.64	3,548.64	100.00%
World Language Expansion	30,000.00	30,000.00	100.00%
Education Opportunity Grant	1,231,277.00	1,231,277.00	100.00%
Education Opportunity Grant - Mental Health	286,203.00	286,203.00	100.00%
Student Success Block Grant - Reading	330,148.00	330,148.00	100.00%
Minor Capital Improvements	409,948.00	409,948.00	100.00%
Major Capital Improvements	-	-	
TOTAL STATE FUNDS	47,368,438.55	43,096,638.06	90.98%
LOCAL FUNDS			
Current Expense (tax rate)	8,884,200.00	8,666,289.59	97.55%
Current Expense (capitations)	200.00	23.54	11.77%
Athletics	28,000.00	29,445.03	105.16%
Interest	-	-	
Building Rental	1,500.00	-	0.00%
Other Local Revenue	18,500.00	9,585.77	51.81%
Sol - Systems	1,500.00	-	0.00%
Energy Curtailment	15,000.00	-	0.00%
CSCRIP	15,000.00	27,862.20	185.75%
Indirect Costs	75,000.00	43,599.06	58.13%
Cafeteria	1,550,000.00	1,655,517.08	106.81%
Net Choice Billings	(168,613.38)	(168,613.37)	100.00%
Net Charter Billings	(146,389.20)	(146,389.21)	100.00%
Tuition Billings	(2,100,000.00)	(1,545,785.44)	73.61%
Social Studies Coalition/Donations	107,000.00	50,438.28	47.14%
Debt Service	1,250,000.00	1,233,220.74	98.66%
Debt Service - County Impact Fees	78,343.00	54,045.49	68.99%
Tuition	2,800,000.00	2,762,066.09	98.65%
Minor Capital Improvements	273,299.00	269,450.57	98.59%
E-Rate	-	96.00	
Education Opportunity Match	-	-	
Extra Time Local Match	-	-	
Reading and Match Specialist Match	-	-	
Technology Maintenance Match	-	-	
Major Capital Improvements	-	-	
TOTAL LOCAL FUNDS	12,682,539.42	12,940,851.42	102.04%
FEDERAL FUNDS			
IDEA Part B	1,167,712.00	1,167,712.00	100.00%
IDEA - Preschool	56,109.00	56,109.00	100.00%
Title I	2,014,619.00	2,014,619.00	100.00%
Title II	374,980.00	374,980.00	100.00%
Title III English Acquisition	69,643.00	69,643.00	100.00%
School Emergency Relief (ESSERF)	293,794.00	293,794.00	100.00%
Perkins	141,416.00	156,416.00	110.61%
TOTAL FEDERAL/OTHER FUNDS	4,118,273.00	4,133,273.00	100.36%
GRAND TOTAL ALL FUNDS	64,169,250.97	60,170,762.48	93.77%

Milford School District
Monthly Report of Expenditures
For the month ended January 31, 2022

Operating Unit	Budget Line	Final Budget			Budget	%
		Amount	Encumbered	Expended	Remaining	Remaining
9180668A	Benjamin Banneker Elementary School	\$ 60,102.00	5,649.29	9,638.02	\$ 44,814.69	74.56%
9180670A	Evelyn I. Morris Early Childhood Center	\$ 60,059.00	3,792.52	29,270.91	\$ 26,995.57	44.95%
9180672A	Lulu M. Ross Elementary School	\$ 80,278.00	2,773.62	26,430.15	\$ 51,074.23	63.62%
9180673A	Misphillion Elementary School	\$ 64,154.00	7,322.40	17,250.17	\$ 39,581.43	61.70%
9180675A	Milford Central Academy	\$ 131,136.00	3,610.93	57,341.78	\$ 70,183.29	53.52%
9180678A	Milford Senior High School	\$ 167,904.00	11,829.01	50,078.72	\$ 105,996.27	63.13%
99900000	Board Of Ed/District Expenses	\$ 9,000.00	-	6,650.00	\$ 2,350.00	26.11%
	School Resource Officer	\$ 165,000.00	1,394.97	130,555.00	\$ 33,050.03	20.03%
99900100	Legal Services, Audit and Insurance Premiums	\$ 180,000.00	32,747.96	21,629.51	\$ 125,622.53	69.79%
99900300	District Expenditures	\$ 35,000.00	721.00	10,503.31	\$ 23,775.69	67.93%
	Public Relations and Communication	\$ 45,000.00	-	32,105.76	\$ 12,894.24	28.65%
	Copy Center (District Wide)	\$ 98,500.00	39,985.99	52,115.66	\$ 6,398.35	6.50%
	Student Emergency Fund	\$ 4,000.00	-	-	\$ 4,000.00	100.00%
99910100	Superintendent	\$ 1,500.00	220.14	436.58	\$ 843.28	56.22%
99920000	World Language Immersion (State Grant)	\$ 30,000.00	-	-	\$ 30,000.00	100.00%
	Educator Accountability (State Grant)	\$ 3,548.64	2,500.00	-	\$ 1,048.64	29.55%
	Student Success Block Grant (Reading)	\$ 330,148.00	-	269,008.32	\$ 61,139.68	18.52%
	Opportunity Grant Mental Health	\$ 286,203.00	-	27,700.14	\$ 258,502.86	90.32%
	Education Opportunity Grant	\$ 1,231,277.00	-	134.24	\$ 1,231,142.76	99.99%
	Summer School	\$ 30,000.00	-	-	\$ 30,000.00	100.00%
	Translators	\$ 20,000.00	-	1,282.57	\$ 18,717.43	93.59%
	Extra Time Programs	\$ 30,000.00	-	-	\$ 30,000.00	100.00%
	Curriculum and Instruction	\$ 246,000.00	-	39,487.11	\$ 206,512.89	83.95%
99920700	Athletics - High School	\$ 170,000.00	36,977.65	87,358.52	\$ 45,663.83	26.86%
	Athletics - Milford Central Academy	\$ 30,000.00	7,831.16	10,456.00	\$ 11,712.84	39.04%
99920800	Driver's Education	\$ 19,305.00	-	17,216.39	\$ 2,088.61	10.82%
99930200	Tuition - Special Services	\$ 584,500.00	-	165,380.01	\$ 419,119.99	71.71%
	Tuition - Special Services - ILC	\$ 315,000.00	1,034.34	262,940.21	\$ 51,025.45	16.20%
	Unique Alternatives (State Funds)	\$ 558,364.63	-	271,529.21	\$ 286,835.42	91.06%
99930300	Special Services	\$ 49,000.00	487.09	24,638.55	\$ 23,874.36	48.72%
	Special Services - State Related Services	\$ 94,688.00	45,710.00	2,970.00	\$ 46,008.00	48.59%
99940100	Contingencies and One-Time Items	\$ 500,000.00	171,873.10	123,020.05	\$ 205,106.85	41.02%
99940200	Division I/Formula Salaries	\$ 31,524,499.24	-	19,223,894.24	\$ 12,300,605.00	39.02%
99940300	Division II - Vocational	\$ 106,221.00	-	3,647.13	\$ 102,573.87	96.57%
99940400	Division III/Local Salaries	\$ 11,350,000.00	-	6,731,874.65	\$ 4,618,125.35	40.69%
	Union agreed Limited Contracts	\$ 385,000.00	-	182,308.62	\$ 202,691.38	52.65%
99940500	Title I	\$ 2,014,619.00	10,693.94	232,621.36	\$ 1,771,303.70	87.92%
	Title II	\$ 374,980.00	-	-	\$ 374,980.00	100.00%
	Title III	\$ 69,643.00	133.99	5,213.00	\$ 64,296.01	92.32%
	IDEA Part B	\$ 1,167,712.00	-	-	\$ 1,167,712.00	100.00%
	IDEA Preschool	\$ 56,109.00	-	-	\$ 56,109.00	100.00%
	Perkins	\$ 141,416.00	-	-	\$ 141,416.00	100.00%
	Homeless	\$ -	-	-	\$ -	-
	Other Federal Grants	\$ 293,794.00	-	-	\$ 293,794.00	100.00%
99940600	Insurance Expense	\$ 113,229.00	-	113,229.00	\$ -	0.00%
99940700	Social Studies Coalition/Donations	\$ 107,000.00	448.50	4,507.52	\$ 102,043.98	95.37%
99940810	Technology Equipment & Repair	\$ 272,800.00	12,735.73	124,751.82	\$ 135,312.45	49.60%
	Technology Block Grant	\$ 110,493.00	-	3,985.00	\$ 106,508.00	96.39%
99940900	Tuition Reimbursement - Administration	\$ 15,000.00	-	-	\$ 15,000.00	100.00%
	Tuition Reimbursement	\$ 70,000.00	-	-	\$ 70,000.00	100.00%
99950000	Personnel/Human Resources	\$ 10,000.00	279.84	7,058.61	\$ 2,661.55	26.62%
99960000	Child Nutrition Operations	\$ 1,448,135.00	258,972.82	1,468,208.13	\$ (279,045.95)	-19.27%
	Cafeteria Salaries	\$ 636,709.00	-	391,129.98	\$ 245,579.02	38.57%
99960100	Facilities Maintenance	\$ 90,000.00	2,120.50	19,887.40	\$ 67,992.10	75.55%
	Custodial Services and Supplies	\$ 90,000.00	-	39,513.61	\$ 50,486.39	56.10%
99960200	Operations and Utilities	\$ 306,500.00	78,795.34	161,561.86	\$ 66,142.80	21.58%
	Energy Division II	\$ 810,530.00	237,942.32	115,959.96	\$ 456,627.72	56.34%
99960300	State Transportation	\$ 3,151,021.04	4,207.50	1,568,594.42	\$ 1,578,219.12	50.09%
	State Homeless Transportation	\$ 474,933.00	197,943.30	162,671.40	\$ 114,318.30	24.07%
	State Foster Transportation	\$ 27,561.00	2,362.00	27,173.00	\$ (1,974.00)	-7.16%
	Transportation Supplies	\$ 1,000.00	-	-	\$ 1,000.00	100.00%
99960400	Transportation Internal Budget (Local)	\$ 23,000.00	1,106.43	1,792.53	\$ 20,101.04	87.40%
	Local Activities Transportation	\$ 3,000.00	-	-	\$ 3,000.00	100.00%
	Local Homeless Transportation Match	\$ 47,493.30	21,993.70	18,634.60	\$ 6,865.00	14.45%
	Local Transportation Match	\$ 314,688.78	467.50	178,640.91	\$ 135,580.37	43.08%
Total Operating Budget		\$ 61,236,753.63	\$ 1,206,664.58	\$ 32,533,985.64	\$ 27,496,103.41	44.90%
99970000	Local Debt Service	\$ 1,187,584.61	-	644,726.47	\$ 542,858.14	45.71%
99970200	Minor Capital Improvements	\$ 683,247.00	-	-	\$ 683,247.00	100.00%
Total Capital Budget		\$ 1,870,831.61	\$ -	\$ 644,726.47	\$ 1,226,105.14	65.54%
Grand Total		\$ 63,107,585.24	\$ 1,206,664.58	\$ 33,178,712.11	\$ 28,722,208.55	45.51%

*Note: Budgets are based on the final 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 Secondary Schools Math Selection Process



Participating Pilot Teachers

MCA	MHS	Administrative Team	District
Holly Barron Jena Conaway Jena Albright	Suzanna Gorlich Jeannine Del Rossi Jackie O'Brien	Gary Zoll Brandy Cooper Jesse Parsley	Bridget Amory Alexandra March Renae Worley

Once the search was narrowed down, the Math teachers from each building were integral part of the piloting the materials.

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



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

Academic Year - 2019-2020

Fall 2019

- Creation of the District 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 for elementary: Envision 2020, Bridges, and Math Expressions
- The task force members decided to pause the secondary review work and focus on K-5.

Spring 2020

- K-5 continued with the review process

Academic Year - 2020-2021

Fall 2020

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

Winter 2020

- Continued review of materials
- Narrowed programs to 2 options for secondary campus: Envision 2020, and Reveal Math

Winter 2021

- Secondary Schools continued with the review process.

Spring 2021

- Ordering of Materials for Pilot
- Distribution of Materials
- Initial PD for staff

Academic Year - 2021-2022

Fall 2021

- Pilot Materials distributed
- Pilot begins in the 1st Marking Period using Reveal Math
- Pilot begins in the 2nd Marking Period using Envision Math
- Feedback collected through google surveys from pilot teachers..

Winter 2021

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

Winter 2022

- 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 2022

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

Looking Ahead to 2022-2023

Fall 2022

- Launch of new materials begins in the 1st Marking Period
- Professional Development will be implemented throughout the school year.
- PLCs used to develop scope and sequence documents and common assessments

Winter 2022

- Ongoing professional development
- PLC continued work on scope and sequence and common assessments.

Winter 2023

- Review student performance data and curriculum documents from implementation and adjust as necessary.
- Ongoing PLC discussions

Spring 2023

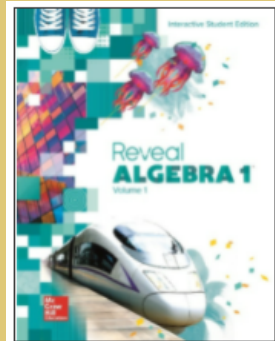
- Continued implementation plan
- Continued work on the curriculum documents
- Inventory and order year 2 materials.

The evolving field of educational research drove the approach of Reveal Math. Our team was inspired by esteemed publications such as Principles to Actions (NCTM), Mathematical Mindsets (Jo Boaler), and Making Sense of Math (Cathy Seeley), as well as learning models including Bloom's Taxonomy and Webb's Depth of Knowledge Guide. This solid foundation of academic research and direct feedback from hundreds of educators just like you ensures that Reveal Math and ALEKS represents the cutting-edge of best practices in mathematics instruction.



ALEKS (6–12)

Uses artificial intelligence and open-response questioning to identify precisely what each student knows and doesn't know.



Reveal Math (9–12)

Reveal Math™ empowers educators to uncover the mathematician in every student through powerful explorations, rich discourse, and timely differentiation opportunities.



Reveal Math (6–8)

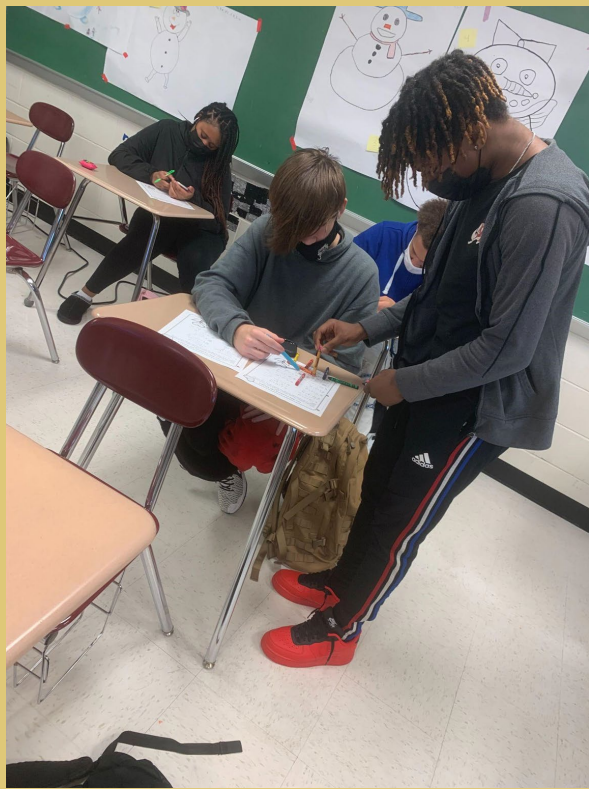
Reveal Math™ empowers educators to uncover the mathematician in every student through powerful explorations, rich discourse, and timely differentiation opportunities.



enVision A|G|A Common Core is a high school mathematics program built from the ground up for the Traditional Pathway of the Common Core State Standards. **enVision A|G|A** helps students look at math in new ways, with engaging, relevant, and adaptive content. For teachers, the program offers a flexible choice of options and resources with the ability to customize instruction, materials, and assessments.



enVision Mathematics (6-8) is part of the highly popular K-12 **enVision** series. It's problem-based learning plus visual learning. It's digital, print, and differentiated learning. **enVision® Mathematics Common Core** for Grades 6-8 makes math relevant to students, helping them see how it works for them in their everyday lives.

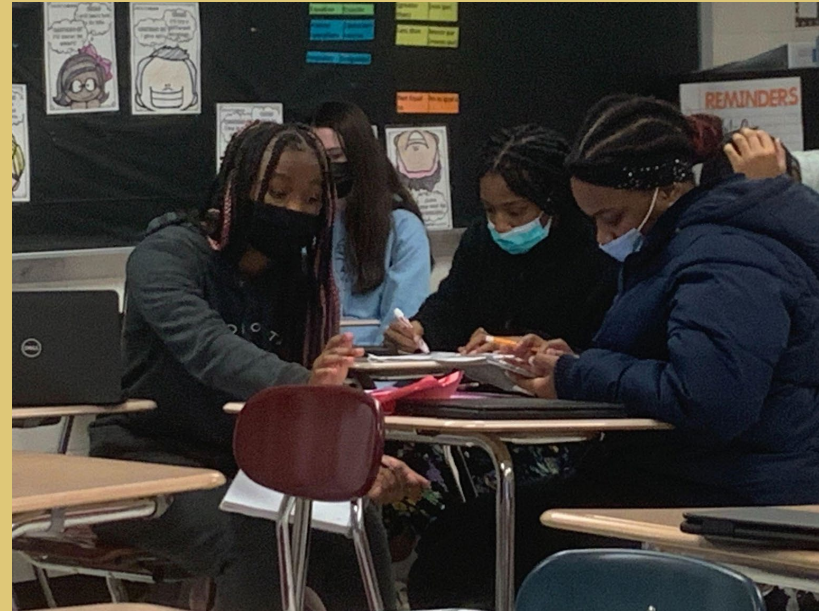


In the Teacher's Edition, there are supplemental work shown to help struggling students grasp the information.

Students are interested in building a conceptual understanding of the topic through discussion and a real-life application.

Assignment platform is the same/very similar to the math platform that DelTech uses (MyLabsPlus) - exposes the students to the platform that they will see in senior year math course(s) and college course(s)

Students like the extra help features built into the program and that they have the ability to redo an assignment multiple times.



Estimated investment to support implementation in grades 6 - 12 include:

Materials for grades 6-8 = The quote is from 02/18/2022 is \$138,536.45

The pricing includes the following:

- Grade 6 includes a consumable textbooks for each student and a 6 year subscription to the Digital Courseware
 - Spanish Edition of the consumable textbooks with a 6 year subscription to the Digital Courseware
 - Teacher's Edition to include Digital Courseware, Assessment Sourcebook, and Teacher Resource Package
- Grade 7 includes a consumable textbooks for each student and a 6 year subscription to the Digital Courseware
 - Spanish Edition of the consumable textbooks with a 6 year subscription to the Digital Courseware
 - Teacher's Edition to include Digital Courseware, Assessment Sourcebook, and Teacher Resource Package
- Grade 8 includes a consumable textbooks for each student and a 6 year subscription to the Digital Courseware
 - Spanish Edition of the consumable textbooks with a 6 year subscription to the Digital Courseware
 - Teacher's Edition to include Digital Courseware, Assessment Sourcebook, and Teacher Resource Package
- Grade 8 Honors Algebra I - Classroom sets of hardback Algebra I textbooks and a 6 year subscription to the Digital Courseware
 - Teacher's Edition to include Digital Courseware, Assessment Sourcebook, and Teacher Resource Package

Materials for grades 9-12 = The quote is from 02/18/2022 is \$126,197.34

The pricing includes the following:

- Classroom sets of hardback Algebra I textbooks and a 6 year subscription to the Digital Courseware
 - Spanish Edition of the Algebra I textbooks with a 6 year subscription to the Digital Courseware
 - Teacher's Edition to include Digital Courseware, Assessment Sourcebook, and Teacher Resource Package
- Classroom sets of hardback Geometry textbooks and a 6 year subscription to the Digital Courseware
 - Teacher's Edition to include Digital Courseware, Assessment Sourcebook, and Teacher Resource Package
- Classroom sets of hardback Algebra II textbooks and a 6 year subscription to the Digital Courseware
 - Teacher's Edition to include Digital Courseware, Assessment Sourcebook, and Teacher Resource Package

Professional Development

With the support of the Board of Education, we will be purchasing the new math materials in the coming weeks in order to provide teachers the opportunity to begin planning for the 2022-23 school year. Professional development will be ongoing beginning the Summer of 2022 and throughout the 2022-23 school year. Teachers will also be provided the opportunity to work throughout the Summer building the initial scope and sequence documents for each grade level.

DRAFT

Milford School District Calendar 2022-2023

Student Day Calendar - 175 days

Teacher Day Calendar - 188 days

Para Day Calendar - 185 days

August 2022

		Su	M	Tu	W	Th	F	Sa		
			1	2	3	4	5	6		
		7	8	9	10	11	12	13		
Stdnt	Tchr	14	15	16	17	18	19	20		
Aug		2	6	21	22	23	24	25	26	27
		28	29	30	31					
		23-29 Professional Development								

February 2023

		Su	M	Tu	W	Th	F	Sa		
					1	2	3	4		
Stdnt	Tchr	5	6	7	8	9	10	11		
Feb		19	19	12	13	14	15	16	17	18
Total		109	118	19	20	21	22	23	24	25
		26	27	28						
		20- President's Day								

September 2022

		Su	M	Tu	W	Th	F	Sa		
						1	2	3		
Stdnt	Tchr	4	5	6	7	8	9	10		
Sept		19	20	11	12	13	14	15	16	17
Total		21	26	18	19	20	21	22	23	24
		25	26	27	28	29	30			
		5-Labor Day 13 - Primary Election / PD day								

March 2023

		Su	M	Tu	W	Th	F	Sa		
					1	2	3	4		
Stdnt	Tchr	5	6	7	8	9	10	11		
Mar		22	23	12	13	14	15	16	17	18
Total		131	141	19	20	21	22	23	24	25
		26	27	28	29	30	31			
		13 - Professional Development								

October 2022

		Su	M	Tu	W	Th	F	Sa		
								1		
		2	3	4	5	6	7	8		
Stdnt	Tchr	9	10	11	12	13	14	15		
Oct		20	21	16	17	18	19	20	21	22
Total		41	47	23	24	25	26	27	28	29
		30	31							
		14 - Professional Development								

April 2023

		Su	M	Tu	W	Th	F	Sa		
								1		
		2	3	4	5	6	7	8		
Stdnt	Tchr	9	10	11	12	13	14	15		
Apr		13	14	16	17	18	19	20	21	22
Total		144	155	23	24	25	26	27	28	29
		30								
		5- end of MP 3 6 - Professional Development 7 - 10 District Closed 11 - 14 Spring Break								

November 2022

		Su	M	Tu	W	Th	F	Sa		
				1	2	3	4	5		
Stdnt	Tchr	6	7	8	9	10	11	12		
Nov		16	17	13	14	15	16	17	18	19
Total		57	64	20	21	22	23	24	25	26
		27	28	29	30					
		4 - end of MP1 8 - Election Day / District Closed 10 - Return Day 1/2 grading 11 - Veterans Day 24-25 Thanksgiving								

May 2023

		Su	M	Tu	W	Th	F	Sa		
			1	2	3	4	5	6		
Stdnt	Tchr	7	8	9	10	11	12	13		
May		22	22	14	15	16	17	18	19	20
Total		166	177	21	22	23	24	25	26	27
		28	29	30	31					
		29 - Memorial Day								

December 2022

		Su	M	Tu	W	Th	F	Sa		
						1	2	3		
Stdnt	Tchr	4	5	6	7	8	9	10		
Dec		15	15	11	12	13	14	15	16	17
Total		72	79	18	19	20	21	22	23	24
		25	26	27	28	29	30	31		
		22 - Schools Closed / District Open 25- 31 District Closed								

June 2023

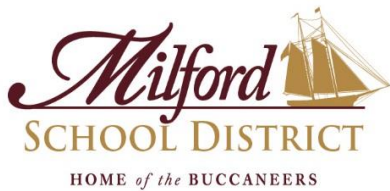
		Su	M	Tu	W	Th	F	Sa		
						1	2	3		
Stdnt	Tchr	4	5	6	7	8	9	10		
Jun		9	11	11	12	13	14	15	16	17
Total		175	188	18	19	20	21	22	23	24
		25	26	27	28	29	30			
		1 - Graduation 13 - end of MP 4 14-15 Professional Development								

January 2023

		Su	M	Tu	W	Th	F	Sa		
		1	2	3	4	5	6	7		
Stdnt	Tchr	8	9	10	11	12	13	14		
Jan		18	20	15	16	17	18	19	20	21
Total		90	99	22	23	24	25	26	27	28
		29	30	31						
		2 - New Year Day observed 16 - Martin Luther King Jr. Day 25 - end of MP 2 26-27 Professional Development								

Non work days for ParaProfessional Staff: 1/27, 4/6, 6/14

Calendar Notes: Green = Student Day, Gray = District Closed, Pink = Staff PD, PD = Professional Development, White = District Open with no students / staff



Proclamation declaring February 2022 as Black History Month

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, 26.07 percent of enrolled students identify as Black as of September 30, 2021; and

WHEREAS, 6.4 percent of teacher educators in the Milford School District identify as Black; 38.5 percent of instructional support educators identify as Black; 14.5 percent of specialist educators identify as Black; 8.3 percent of school leaders identify as Black; and 32.4 percent of school support staff identify as Black; and

WHEREAS, 82.4 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, 2022, to be Black History Month.

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

Signed:

Kevin Dickerson, Ed.D., Superintendent

Jason Miller, School Board President

DRAFT

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4302 (c)

LOCAL SALARY SUPPLEMENT: TECHNOLOGY SPECIALISTS

YEARS EXP	12 MONTH
0	15,460
1	15,563
2	15,668
3	15,773
4	15,880
5	15,983
6	16,089
7	16,195
8	16,298
9	16,404
10	16,508
11	16,614
12	16,725
13	16,827
14	16,931
15	17,039
16	17,039
17	17,039
18	17,039
19	17,039
20	17,215
21	17,215
22	17,215
23	17,215
24	17,215
25	17,485
26	17,485
27	17,485
28	17,485
29	17,485
30	17,485

Salary supplement for additional network training:

~~Two of three certifications are required.~~

Tech Spec – A+	2000
Tech Spec – CNA CompTIA Security +	2000
Tech Spec – Network+	2000
Bachelor's Degree	1800

Other certifications may be substituted with the written approval of the superintendent.

ADOPTED: 7/1/00; 11/24/03; 5/24/04; 5/23/05; 5/21/07; 6/30/08

REVISED: 3/22/10; 6/20/11; 9/24/12; 07/08/13, 10/19/15, 7/1/16, 7/1/18, 10/18/21

HOLIDAY SCHEDULE: TWELVE MONTH EMPLOYEES

The following holiday schedule will be observed by all twelve-month, full-time employees of the Milford School District **and schools will be closed:**

Holidays (Schools closed)

Independence Day*

Labor Day*

Thanksgiving Day*

Thanksgiving Friday*

Christmas Day*

New Year's Day*

Martin Luther King, Jr. Day*

Presidents Day*

Good Friday*

Easter Monday (in lieu of State Columbus Day Holiday)

Memorial Day*

Juneteenth*

General Election Day (every two years)

Return Day (Half Day every two years)

Veterans' Day* —Nov. 11*(when that date falls on a school day)

~~(When Veteran's Day falls on a Saturday or Sunday it will be celebrated on the preceding Friday or the preceding Monday in accordance with Delaware Code requirements)~~

Holidays that occur on a non-workday, **including a weekend**, ~~will be scheduled at the discretion of the Milford Board of Education. The official State School Calendar will take precedence in the event of conflicting holidays as outlined in this policy, i.e. snow make-up days.~~ **shall be observed in accordance with Title 1, Chapter 5 §501, Delaware Code, as amended.**

* State Holidays for Merit Employees

ADOPTED: March 16, 1970

AMENDED: July 18, 1977; 7/1/00; 11/26/01; 5/19/03; 9/24/12

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

4330

EMPLOYEE OF THE YEAR AWARDS

All employees who receive an award will be recognized at an annual district-wide ceremony to honor their accomplishment.

Employee of the Year	Award Amount
<ul style="list-style-type: none"> • Building Level Teachers of the Year 	\$300 each
<ul style="list-style-type: none"> • Building Level Paraprofessionals of the Year 	\$100
<ul style="list-style-type: none"> • District Child Nutrition Employee of the Year • District Custodial Employee of the Year • District Maintenance Employee of the Year • District Paraprofessional of the Year • District Related Services Employee of the Year • District Secretary of the Year • District School Counselor of the Year • District School Nurse of the Year • District Technology Employee of the Year 	\$300 each
<ul style="list-style-type: none"> • District Educational Support Professional of the Year 	An additional \$700
<ul style="list-style-type: none"> • District Teacher of the Year 	An additional \$1700
<ul style="list-style-type: none"> • State Behavioral Health Professional of the Year <i>(Award winner is not eligible for another district employee of the year award.)</i> 	\$2000

This award amount shall be added to the employee's annual salary and shall be considered as creditable compensation for pension purposes pursuant to 29 Del. C. 5501 (c).

ADOPTED: 6/22/92; 2/23/98; 4/26/04; 5/24/04; 8/23/04;
 REVISED: 3/22/10; 6/7/10; 6/20/11; 9/24/12; 6/22/15; 2/24/20