

HOME of the BUCCANEERS

906 Lakeview Avenue Milford, DE 19963

Phone: (302) 422-1600

**AGENDA FOR TUESDAY, JULY 6, 2021 AT 6:00 PM  
REORGANIZATION AND REGULAR BOARD MEETING**

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

Public may access this electronic meeting at the following link:

<https://milford.webex.com/milford/onstage/g.php?MTID=e9bd6797c326fa6a9332d682d86dc5500>

Event password: board

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

Event Number: 120 081 9372

Access conference: +1-415-655-0001

Access Code: 120 081 9372

**1. Call to Order by President**

**2. Roll Call**

\_\_\_\_\_ Mr. Rony Baltazar-Lopez

\_\_\_\_\_ Mr. Kristopher Thompson

\_\_\_\_\_ Dr. Adam Brownstein

\_\_\_\_\_ Mrs. Jean Wylie

\_\_\_\_\_ Mr. Scott Fitzgerald

\_\_\_\_\_ Mr. David Vezmar

\_\_\_\_\_ 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 Action Item**

**5. Introduction of Visitors**

**6. Pledge of Allegiance**

**7. Approval of Minutes**

A. Regular Meeting Minutes for June 21, 2021 Action Item

**8. Changes to the Agenda**

9. **Public Comment**
10. **Executive Secretary asks for Nominations for the Office of President**
  - A. Board Members nominate (No second is required)
  - B. Executive Secretary: Any other nominations?
  - C. Board Member moves that the nominations be closed
  - D. Second motion to close
  - E. Temporary Chairperson reads list of nominees
11. **Executive Secretary – Election of President Action Item**
  - A. If one nominee – voice vote.
    1. If unanimous “yes”, Executive Secretary declares results
    2. If not unanimous, Executive Secretary calls for roll call vote, announces count, and declares winner (If majority of 4)
  - B. If more than one nominee, Executive Secretary calls for roll call vote, announces count, and declares winner (If majority of 4)
  - C. If no one received four (4) votes, Executive Secretary calls for another roll call vote
12. **Newly Elected President Assumes Office**
13. **President Asks for Nominations for the Office of Vice President**
  - A. Board Members nominate (No second is required)
  - B. President: Any other nominations?
  - C. Board Member moves that the nominations be closed
  - D. Second motion to close
  - E. President reads list of nominees
14. **President – Election of Vice President Action Item**
  - A. If one nominee – voice vote
    1. If unanimous “yes”, President declares results
    2. If not unanimous, President calls for roll call vote, announces count, and declares winner (If majority of 4)
  - B. If no one received four (4) votes, call for another roll call vote
15. **President, On Behalf of Board, Designates Dr. Dickerson, Superintendent, as Executive Secretary of The Milford Board of Education for 2021-2022 School Year Action Item**
16. **Superintendent Reports – Dr. Kevin Dickerson**
  - A. Recognitions
  - B. Delmarva Sports Network (WBOC) Sports Broadcast Rights Agreement with Milford School District Action Item
  - C. Legislative Summary
17. **Business – Mrs. Sara Croce**
  - A. Kent County and Sussex County Tax Rates Proposal Action Item
18. **Board Discussion**
  - A. DSBA Updates
  - B. Revised Draft Board Policy 4320 Vacation Schedule Action Item
  - C. Revised Draft Board Policy 5415 K-12 School Dress Code Policy Action Item
  - D. Revised Draft Board Policy 8106 Board Committee – Read Only
  - E. School Resource Officers for 2021-2022 School Year
19. **Personnel – Dr. Jason Peel**
  - A. Personnel Action Item
  - B. Revised Draft Board Policy 4309D Limited Contract Positions Action Item
20. **Adjournment Action Item**



MILFORD SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR BOARD MEETING – JUNE 21, 2021

<u>Board Members</u>	<u>Admin. Present</u>	<u>Public</u>	<u>Public</u>
Mr. J. Miller – President	Dr. Peel	T. Blocker	M. Hague
Mr. R. Baltazar-Lopez, Vice President	Dr. Amory	T. Gerkin	S. Hague
Mr. D. Vezmar	Ms. Manges	A. Brownstein	T. Davis
Mrs. R. Wiley	Mr. Diaz	J. Hale	S. Davis
Mrs. J. Wylie	Mrs. McKenzie	A. Walls	M. Beruinger
Mr. K. Thompson	Mr. Zoll	J. Griffin	K. Sekscinski
Mr. S. Fitzgerald	Mrs. Hallman	K. Mumford	
Dr. K. Dickerson, Executive Secretary	Mr. Buford	P. Pastor	
	Mrs. Bruns	T. Pastor	
	Dr. Hazzard	K. Sharp	
	Mrs. Croce	S. Passwaters	
	Dr. Gaglione	M. Orlando	
	Mr. Sharp	K. Vezmar	
		K. Clausen	
		E. Sekscinski	

*Media: Terry Rogers, MilfordLive*

The Regular Meeting of the Milford Board of Education was called to order by President Jason Miller at 7:01 PM on Monday evening, June 21, 2021.

## 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 May 17, 2021.

**Roll Call:**

Mr. R. Baltazar-Lopez – <b>Yes</b>	Mr. S. Fitzgerald – <b>Yes</b>
Mr. K. Thompson – <b>Yes</b>	Mrs. R. Wiley – <b>Yes</b>
Mrs. J. Wylie – <b>Yes</b>	Mr. D. Vezmar – <b>Yes</b>
Mr. Miller – <b>Abstain</b>	

**6 yes, 0 no, 1 abstain, 0 absent. Motion Passed.**

**CHANGES TO AGENDA –** Dr. Dickerson requested the following items to be removed from the agenda: 11F Tax Exemption Request 2021-7 and 14C MHS Gymnasium Scoreboard. Dr. Dickerson requested the board adjourn to go into executive session before personnel.

**PUBLIC COMMENT –** None

## SUPERINTENDENT'S REPORT

### *Recognitions*

Mr. Mike Orlando Rotary Club presented scholarships to the following students:

Kayla Clausen – Garbutt Scholarship

Cannon Cline – Warnell Scholarship

Emma Sekscinski – Rotary Traditional Scholarship

Alex Mergner – Rotary Traditional Scholarship

Summer Davis – Rotary Traditional Scholarship

Matthew Hague – Rotary Service Above Self Scholarship

Congratulations to Mispillion Elementary School for receiving a \$4,000 grant from the Milford Lions Club Eunise S. Reed Fund.

Congratulations to the following Mispillion Elementary School Carlisle Fire Department Fire Prevention Poster Winners:

1<sup>st</sup> Grade Winner District Wide: Dorian Stevenson (Cro) won 2<sup>nd</sup> place for Carlisle and 2<sup>nd</sup> place for the County. His poster is headed to the State level to be judged. 2<sup>nd</sup> Grade Winners District Wide: Bagner Garcia Lopez (Zeveney) won 1<sup>st</sup> place for Carlisle and 2<sup>nd</sup> place for the County. His poster is headed to the State level to be judged. Gia Matos (Zeveney) won 2<sup>nd</sup> place for Carlisle. Jackson Gonzalez-Sanchez (Ochs) won 3<sup>rd</sup> place for Carlisle. 3<sup>rd</sup> Grade Winners District Wide: Evelyn Stevenson (Caplinger) won 1<sup>st</sup> place for Carlisle. Stella Schmidt (Caplinger) won 3<sup>rd</sup> place for Carlisle. Mispillion Elementary won 2<sup>nd</sup> place overall for Carlisle Department.

Congratulations to Allison Benton and Kayla Clausen for being chosen as the Class of 2021 Secretary of Education Scholars.

Congratulations to Brendan Slonacher and Emmerson Lefever for being chosen to attend the Governor's School this summer.

The Milford High School yearbook program achieved the Jostens 2021 National Yearbook Program of Excellence Award at the Bronze Level. Congratulations and thank you to the Editors Summer Davis & Ally Benton and Staff Members: Johanna Argo, Natalie Cromer, Cheyenne Frieze, Ryleigh Harrison, Jordyn Hills, Mackenzie Latsch, Maiden Litchfield, Shea Millman, Veronika Moore, Paige Reisinger, Lauren Russell, Bianca Salisbury, Emma Sekscinski, Shana Smith, Skyla Toledo.

Congratulations to the All Conference Spring Athletes:

Baseball: Alex Mergner – 2<sup>nd</sup> Team Pitcher, Mason Morris – 2<sup>nd</sup> Team Catcher, Aydin Zimmerman – 2<sup>nd</sup> Team 3<sup>rd</sup> Base, Mitch Leighty – 2<sup>nd</sup> Team Outfield, Shawn Saxon – Honorable Mention

Softball: Hailey Baker – 2<sup>nd</sup> Team At-Large, Khyliah Reynolds – Honorable Mention

Boys Lacrosse: Landan Hajek – 2<sup>nd</sup> Team Midfielder, Shane Sylvester – 2<sup>nd</sup> Team Attack, Matt Hague – Honorable Mention

Girls Lacrosse: Cheyenne Frieze – Honorable Mention

Tennis: Summer Davis – 3<sup>rd</sup> Place 1<sup>st</sup> Singles

Golf: Ben Hamilton – Honorable Mention

Girls Soccer: Lila Mergner – 1<sup>st</sup> Team, Bay Rothermel – 1<sup>st</sup> Team, Rylee Metzner – 2<sup>nd</sup> Team, Abigail Allen – Honorable Mention

Girls Track

4x200 Relay – 2<sup>nd</sup> Team: Laneja Robinson, Jada Newsome, Laniya Robinson, Precyous Waters  
2<sup>nd</sup> Team High Jump – Paige K. THOMPSON  
2<sup>nd</sup> Team Pole Vault – Kassidy Willey

Boys Track

Manny Carranza – 1<sup>st</sup> Team Long Jump

Congratulations to the All State Spring 2021 Athletes:

Soccer: Bay Rothermel – 2<sup>nd</sup> Team

Track: Jayvon Laguerre – 2<sup>nd</sup> Team Division 1 High Jump

Congratulations to the Academic All-Conference Winter 2020-2021 Athletes:

Swimming: Allison Benton, Liam Dennehey, Summer Davis, Emmerson Lefever, Carley Mackert, Sophia Massotti, Olivia Muir, Emma Sekcinski, Bryce Wells

Wrestling: Corey Messick, Emily Thode

Boys Basketball: Desmond Aladuge

Congratulations to Jacqueline Carmean the 2020-2021 District Paraprofessional Employee of the Year.

Three fundraiser events raised almost \$25,000 for Special Olympics: Plunge, Over the Edge and the Torch Run. Thank you to all the participants.

Dr. Peel announced the names of Milford School District retirees:

District Office:	Glen Stevenson – 18 years
	Edna Rust – 34 years
	Kathleen Schlabach – 30 years
	Peggy Short – 26 years
	Deborah Dufendach – 13 years
	Sherri Firch – 28 years
Morris:	Theresa Layton – 18 years
	Mark Donovan – 21 years
Misphillion:	Sue Smith – 25 years
Lulu Ross:	Wanda Corder – 29 years
	Cynthia Peterman – 37 years
	Kathleen Nichols -10 years
	Leesa Lopez – 26 years
	Sheree Burke – 17 years
	Carol Davis – 19 years
Banneker:	Joy Duffy – 32 years
	Lisa Alfaro – 16 years
	Lydia Eleazar – 10 years
	Shirley Cole – 21 years
	Debra Towe – 3 years
	Kathleen Starkey – 21 years
MCA:	Mark McDaniel 22 years
	Mike Savage – 20 years
	Sherrise Geesaman – 20 years
	Donna K. Thompson – 18 years
MHS:	Deborah Staub - 17 years
	Sean Brennan – 14 years
	Donald Parsley – 35 years
	Ken Outten – 25 years
	Judy Emory – 21 years
	Erin Pieshala – 4 years

Dr. Dickerson introduced Mr. Adam Richardson the new Supervisor of Technology and Dr. Brittany Hazzard, the new Supervisor of Equity and Support Services.

Dr. Dickerson thanked Ms. Alfaro, Assistant Principal at Banneker Elementary School for her years of service to Milford School District.

Dr. Dickerson acknowledged and presented Mrs. Renate Wiley with a plaque for her dedication and years of service to the District as a Board Member from 2011-2021. Mrs. Wiley served as Vice President 2014-2015 and as President from 2016-2020. Mrs. Wiley thanked everyone for the opportunity to serve a board member. It was hard work but she's proud of the work. She was honored to serve on the board, and she believes each person brings something unique to the board.

Dr. Dickerson presented Mrs. Sara Croce with a certificate from the Delaware Association of School Business Officials. Mrs. Croce is the DASBO School Business Official of the Year 2021. Mrs. Croce has been the Chief Financial Officer in MSD for the past 7 years.

***2021-2022 Schedule of Board Meetings***

**MOTION MADE BY MR. D. VEZMAR/SECONDED BY MR. K. THOMPSON** to approve the 2021-2022 Schedule of Board Meetings. Dr. Dickerson presented changes to the calendar; added July 19, 2021 meeting and in observance of Juneteenth in 2022 changed the date from June 20, 2022 to June 13, 2022. **Motion passed unanimously.**

***2021-2022 Return to School Plans***

Students and staff will be returning to school in 2021-2022 for a full day and at full capacity. Virtual coursework will be available for students with a documented medical reason. The website will be updated as guidelines change.

**BUSINESS**

***Revenue and Expenditure Report***

**MOTION MADE BY MR. K. THOMPSON/SECONDED BY MRS. J. WYLIE** to approve the Revenue and Expenditure Reports as of May 31, 2021. **Motion carried unanimously.**

***Revised Fiscal Year Reports***

**MOTION MADE BY MR. D. VEZMAR/SECONDED BY MR. K. THOMPSON** to approve the Revised Revenue and Revised Final Expenditure Reports FY 2021. **Motion carried unanimously.**

***Preliminary Fiscal Year 2022 Budgets***

**MOTION MADE BY MRS. J. WYLIE/SECONDED BY MR. K. THOMPSON** to approve the Preliminary Revenue and Expenditure Fiscal Year 2022 Budgets. **Motion carried unanimously.**

***Child Nutrition Equipment Purchase – Morris Dishwasher***

**MOTION MADE BY MR. K. THOMPSON/SECONDED BY MR. S. FITZGERALD** to approve the Child Nutrition Equipment Dishwasher Purchase at Morris Early Learning Center. **Motion passed unanimously.**

***Tax Rate Proposal Review***

Mrs. Croce reviewed the tax rate proposal. The final recommendation will be made at the July 6, 2021 board meeting. Mr. Miller noted that this is the 5<sup>th</sup> straight year that taxes were lowered. The last referendum was in October 2015.

***Statewide Audit of District Local Funds***

Mrs. Croce presented information to the board regarding a possible statewide audit of district funds. At this time there are a lot of uncertainties in the agreement and will present again once items are clarified.

**CHILD NUTRITION**

***Summer Feeding Program***

Mrs. Sharon Forest thanked the staff and the supportive administration for their hard work during the past school year. The district operated under the Summer Food Service Program during the school year. The program allows anyone 18 and under to eat for free. Mr. R. Baltazar-Lopez thanked the nutrition department for their hard work and for providing meals to the summer camps.

**INSTRUCTION AND STUDENT PROGRAMS**

***Student Learning***

***Go Guardian Update***

Dr. Amory presented an update on the Go Guardian system. Mr. R. Baltazar-Lopez inquired about where the data will reside. The data will reside in the USA and will be only accessible by Go Guardian and Milford School District. Mr. Miller inquired about where parents and students will be educated on using the system. Yes, students, and staff members will be trained on using the system.

**Student Services**

**Recognitions**

Ms. Manges Milford School District students who graduated from special programs:

TyKee Fisher - Project SEARCH Bayhealth.

Tatiana Downing – Project SEARCH DeIDot

Cleveland Summers – Project SEARCH DeIDot

Ryan Davies – Sussex Consortium

Matthew Carroll – Sussex Consortium

Edwin Whaley – Howard T. Ennis

Milford Chamber continues to offer Special Education Program Scholarships and awarded four scholarships to graduating seniors this year:

Tavon Newman, Brianna Lewis, Gregory Auguste, Khi Wood

**Summer Update**

Summer programs are scheduled to be up and running on June 28, 2021. The district is offering a full range of summer programs opportunities to include rigorous instructional academic recovery opportunities, camp experiences, Beginning Buccaneers and HOLA.

12-month programs were lucky to identify 11 teachers, 15 paraprofessionals to work with our 12-month entitlement students over the summer. The district did have to hire staff from outside of the district this summer to cover all our students.

**BUILDINGS AND GROUNDS**

**MHS & Banneker Building Evaluations**

Mr. Sharp stated that evaluation of MHS started in June and evaluation of Banneker will begin later in the summer.

**Turf Fields**

The turf was installed in 2008 with a lifespan of approximately 8 years.

**TRANSPORTATION**

**Field Trip and Athletic Summary 2021-2022**

**MOTION MADE BY MR. K. THOMPSON/SECONDED BY MR. D. VEZMAR** to approve the Field Trip and Athletic Summary 2021-2022. **Motion passed unanimously.**

**BOARD DISCUSSION**

**DSBA Updates**

Dr. Dickerson will provide a summary sheet of legislation at the July 6, 2021 board meeting.

**DSBA 2021-2022 Contract**

**MOTION MADE BY MRS. R. WILEY/SECONDED BY MR. D. VEZMAR** to approve the DSBA 2021-2022 Contract. **Motion passed unanimously.**

**Draft Board Policy 8205 Duties of Board Members**

**MOTION MADE BY MR. R. BALTAZAR-LOPEZ/SECONDED BY MRS. R. WILEY** to change replacing Board Policy 8205 Duties of Board Members with Board Policy 8205 Duties of Board Members Duties and Ethics from read only to an action item.

<b>Roll Call:</b>	Mr. R. Baltazar-Lopez – <b>Yes</b>	Mr. S. Fitzgerald – <b>Yes</b>
	Mr. K. Thompson – <b>No</b>	Mrs. R. Wiley – <b>Yes</b>
	Mrs. J. Wylie – <b>No</b>	Mr. D. Vezmar – <b>Yes</b>
	Mr. Miller – <b>Yes</b>	

**5 yes, 2 no, 0 abstain, 0 absent. Motion Passed.**



***Draft Board Policy 8205 Duties of Board Members***

**MOTION MADE BY MR. R. BALTAZAR-LOPEZ/SECONDED BY MRS. R. WILEY** to approve replacing Board Policy 8205 Duties of Board Members with Board Policy 8205 Board Member Duties and Ethics.

**Roll Call:** Mr. R. Baltazar-Lopez – **Yes**                      Mr. S. Fitzgerald – **No**  
Mr. K. Thompson – **No**                                      Mrs. R. Wiley – **Yes**  
Mrs. J. Wylie – **Yes**                                        Mr. D. Vezmar – **Yes**  
Mr. Miller – **Abstain**

**4 yes, 2 no, 1 abstain, 0 absent. Motion Passed.**

***Draft Board Policy 4320 Vacation Schedule – Read Only***

Mrs. Croce presented the draft/revised policy. The policy does not allow 12-month staff to take vacation days until after 6 months of employment. Some parts of the policy are not in compliance with state code.

***Draft Revised Board Policy 5415 K-12 Dress Code Policy – Read Only***

Dr. Dickerson presented the revised policy by Dr. Peel and Dr. Hazzard using an equity lens, so students are not singled out. The policy offers more options of colors for collared shirts MHS students can wear hooded shirts with college or MSD logos as long as the hoods are not worn in the building. A discussion ensued about the MHS pilot program that allowed MHS students to wear hooded sweatshirts. Some members of the board feel that it is time for all students to be allowed to wear hooded sweatshirt. Mr. Zoll, Principal at MCA indicated that when MCA students wore hooded sweatshirts, they continued to wear the hood during the day which is disruptive and a problem when they are wearing masks. Mr. Baltazar-Lopez would like to see a time limit listed for new families to conform to the policy.

***Annual Leave Carryover***

**MOTION MADE BY MRS. R. WILEY/SECONDED BY MR. D. VEZMAR** to approve the extension of Annual Leave Carryover to December 21, 2021 contingent upon approval of the State's epilogue language. **Motion carried unanimously.**

***Special Board Committee Discussion***

**MOTION MADE BY MR. K. THOMPSON/SECONDED BY MRS. R. WILEY** to table a Special Board Committee Discussion. A revised/draft Special Board Committee policy with language approved by the attorney will be presented at the July 6, 2021 board meeting. **Motion passed unanimously.**

***Delmarva Sports Network (WBOC) Sports Broadcast Rights Agreement with Milford School District***

Dr. Dickerson presented the agreement to the board. Mr. Thompson was concerned about whether it would be infringement against other outlets that broadcast games. Dr. Dickerson will present the agreement to the attorney for clarification

**ADJOURNMENT TO EXECUTIVE SESSION**

**MOTION MADE BY MR. R. BALTAZAR-LOPEZ/SECONDED BY MRS. R. WILEY** to adjourn into Executive Session at 9:55 PM. **Motion carried unanimously.**

**MOTION MADE BY MRS. R. WILEY/SECONDED BY J. WYLIE** to adjourn Executive Session at 10:31 PM. **Motion carried unanimously.**

**PERSONNEL**

***Personnel Updates***

**MOTION MADE BY MR. K. THOMPSON/SECONDED BY MRS. J. WYLIE** to accept the Personnel Report as presented during Executive Session.

**Roll Call:** Mr. R. Baltazar-Lopez - **Yes**                      Mr. S. Fitzgerald - **Yes**  
Mr. K. Thompson - **Yes**                                      Mrs. R. Wiley - **Yes**  
Mrs. J. Wylie - **Yes**                                        Mr. D. Vezmar - **Yes**  
Mr. Miller – **Yes**

**7 yes, 0 no, 0 abstain, 0 absent. Motion passed.**

***Draft Revised Board Policy 4309D Limited Contract Positions – Read Only***

Dr. Peel presented the revised policy with revised language.

**ADJOURNMENT**

**MOTION MADE BY MRS. R. WILEY/SECONDED BY MRS. J. WYLIE** that the Regular Meeting of the Milford Board of Education held on Monday, June 21, 2021 to adjourn @ 10:49 PM . **Motion carries unanimously.**

\_\_\_\_\_  
Kevin Dickerson, Executive Secretary

\_\_\_\_\_  
Theresa Blocker, Recording Secretary

DRAFT

## Broadcast Rights Agreement



<b>“Effective Date”:</b>	8/1/21
<b>“Team”:</b>	Milford School District 906 Lakeview Avenue Milford, DE 19963-1799
<b>“WBOC”:</b>	WBOC, INC. 1729 North Salisbury BLVD Salisbury MD 21801
<b>“Term”:</b>	2021/2022 Athletic Year
<b>“Games”, dates and “Opponents”:</b>	TBD
<b>Grant of Rights:</b>	<p>Team hereby grants and licenses to Delmarva Sports Network (DSN) the right, but not the obligation, to produce, telecast and distribute the Games in the Territory on a live, delayed and VOD basis by means of broadcast television, cable, satellite, and internet streaming during the Term. DSN will have the right to telecast and distribute such Games on all DSN-related platforms (e.g., multiplex channels). In addition, DSN will have the right to sublicense its right to telecast and distribute the Games to any third-party television distributor (e.g., cable system) in the Territory and retain all amounts received from the sublicensing of such rights to such third parties.</p> <p>DSN may produce the Game and pre-game and post-game shows in accordance with the standards of quality for similar events on broadcast regional sports networks. DSN will provide at its sole cost and expense the production team for the Games.</p>
<b>Exclusivity:</b>	For the Salisbury/Ocean City market only
<b>Territory:</b>	Salisbury/Ocean City DMA for broadcast; worldwide for streaming
<b>Financial Consideration:</b>	None
<b>Advertising:</b>	DSN will have the exclusive right to sell advertising spots to be show during the Game [and during any pre- and post-game shows produced and telecast by DSN under this Agreement], and DSN will retain all revenues from such sales. DSN agrees that it will not permit products or services to be advertised during the Games or the commercial adjacencies thereto if such advertisement are impermissible according to the rules and policies of the DIAA, the Team or DSN.
<b>Promotional Obligation:</b>	DSN is requesting access to cover all games and to all coaches, even if they aren’t carrying the game. When possible, DSN would like to display banners and other promotional material while on campus broadcasting games.
<b>Ownership:</b>	<p><b>“This is a non-exclusive license and Team reserves all rights not conveyed specifically hereunder, including the right to stream, record, broadcast and re air competitions on its chosen platform.”</b></p> <p>Notwithstanding any other provision of this Agreement, that DSN alone shall, both during and following the Term hereof, own all right, title and interest, including worldwide copyrights and other rights, in the Games [and pre-game and post-game shows] telecast hereunder (and excerpts thereof), and the right to sue for infringement.</p> <p>Notwithstanding any other provision of this Agreement, the Team alone shall, both during and following the Term hereof, own all worldwide copyrights and other rights in the Games</p>

	<p>[and pre-game and post-game shows] telecast hereunder (and excerpts thereof), and the right to sue for infringement.</p> <p>The parties acknowledge and agree that each of the telecasts of the Games [and the pre-game and post-game shows] under this Agreement shall constitute a “work made for hire” for the Team. If it is determined that any such telecast is not a “work made for hire” for the Team, DSN’s copyright, if any, in such telecast shall be deemed assigned to the Team by this Agreement.</p>
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The Parties have executed this Agreement (including this Cover Sheet and the Standard Terms) as of the Effective Date.

WBOC, INC.

Milford School District

By: \_\_\_\_\_

By: \_\_\_\_\_

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

### Broadcast Rights Agreement Standard Terms

1. Trademarks. The Team hereby grants DSN the right to use the Team’ trademarks, insignias, and logos, and to the extent it can do so, those of each of the Opponents, subject to all applicable laws, for the sole purpose of producing, marketing and promoting the telecasts produced under this Agreement; provided, however, that no promotional material shall be disseminated which states or suggests that the Team, its agents or employees or the Team team endorse products of DSN’s advertisers. The parties will cooperate in good faith to reach agreement as to routine uses and contexts of use of the Team’ or the Opponents’ trademarks, insignias or logos that are acceptable. DSN acknowledges that it will obtain no rights or interests in the trademarks by any use of them. All of DSN’s use of the Team’ or the Opponents’ trademarks shall inure to the benefit of the Team or the Opponents, as the case may be. DSN may also, for purposes of producing, promoting or marketing the telecasts produced under this Agreement, make use of the name, likeness or biographical material of any player of each team playing in the Games and any of the Team’ coaches, managers and management; provided, however, that no use of such names, likenesses, or biographical material shall be made in conjunction with promotion of products or services of DSN’s advertisers or in any other matter other than as set forth above.

2. Use of Game Telecast Excerpts. DSN may make video excerpts of the telecasts of the Games hereunder available for news purposes. In addition, during the Term, DSN may use excerpts from the DSN Games in promotional advertisements or commercials for the DSN Games or for other products and/or services that DSN and the Team may provide together. The Team

may make the game telecasts produced under this Agreement (including without limitation excerpts and live feeds thereof) available for use by the Team, its licensees and agents without any charge to be imposed therefor by DSN, its agents or designees (including without limitation access fees, but subject to any third party licenses); provided that such use by the Team is not inconsistent with DSN’s exclusive rights as granted under this Agreement.

3. Contingencies. If, because of an act of God, inevitable accident, fire, lockout, pandemic, strike or other labor dispute, riot or civil commotion, act of government or governmental instrumentality (whether federal, state, or local), failure in whole or in part of technical facilities, or other causes beyond the reasonable control of the parties, all or any part of the Games are not played, or the party affected shall be unable to perform or observe any or all of its duties or obligations or to exercise any or all of its rights under this Agreement, then such inability shall not be a breach of this Agreement and the rights, duties and obligations of the parties under this Agreement shall be adjusted in a fair and equitable manner. Notwithstanding anything to the contrary contained in this Agreement, in the event that any Games are not played because of a strike, labor dispute, or any other reason, DSN shall have the option, but not the obligation, to substitute other games of equal or better value for the missed Games.

4. Right of First Negotiation. Four months prior to the end of the Term, DSN and the Team shall negotiate exclusively with one

another for at least two months, in good faith, with respect to reaching a new agreement regarding the right to telecast Team games after the expiration of the Term.

5. Representations and Warranties; Indemnification.

(a) The Team warrants that it has the full right, power and authority to enter into and fully perform its covenants and obligations under this Agreement. The Team warrants that it has not already transferred ownership or control of the transmission and exhibition rights to the Games to another party. The Team further warrants that with respect to all materials and rights furnished by it in connection with this Agreement it has obtained or will obtain all necessary clearances from, and has paid or will pay all amounts due to third parties; and that the use of the rights and or materials furnished by it in connection with this Agreement will not violate any right of any kind of any third party to the best of the Team's reasonable inquiry.

(b) DSN warrants that it has the full right, power and authority to enter into and fully perform its covenants and obligations under this Agreement. DSN further warrants that with respect to all materials and rights furnished by it in connection with this Agreement it has obtained or will obtain all necessary clearances from, and has paid or will pay all amounts due to third parties; and that the use of the rights and or materials furnished by it in connection with this Agreement will not violate any right of any kind of any third party.

(c) Each party agrees to indemnify and hold harmless the other party, its parent and related companies, and all of their respective officers, directors, shareholders, agents and assigns, from and against any and all claims, liabilities, costs (including reasonable attorneys' fees) and expenses arising out of any material breach of this Agreement. The party entitled to indemnification hereunder will promptly notify the other party in writing of any indemnified claim and will permit that party to participate in the resolution of the claim at its own expense. The settlement of any such claim or action without the prior written consent of the indemnifying party will release the indemnifying party from any obligation with respect to the settled claim or action.

6. Termination. Either party may terminate this Agreement upon material breach by the other party of any material covenant, representation or warranty contained in this Agreement, effective upon the ninetieth (90th) day following delivery of written notice of termination to the breaching party; provided that, such

termination shall not become effective if the breaching party immediately begins commercially reasonable efforts to cure such breach and in fact does cure such breach to the reasonable satisfaction of the non-breaching party no later than ninety (90) days from receipt of such notice of termination. Upon termination or breach, both parties may pursue all rights available to them at law and/or in equity.

7. Miscellaneous. This Agreement shall be binding upon the parties, their successors, and permitted assigns. Neither party may assign this Agreement in whole or in part, without the express written consent of the other party, which consent shall not be unreasonably withheld, delayed or conditioned; provided, however, that either party may assign this Agreement without first obtaining such consent to any entity that it controls, is controlled by, or is under common control with, or in connection with a merger, consolidation, or sale of all or substantially all of its assets, stock or other equity interests. This Agreement will be construed in accordance with the laws of the State of Delaware (excluding its choice-of-law rules) and the local or federal courts located in the District of Columbia will have exclusive jurisdiction over any proceeding relating to this Agreement. No waiver of any breach of any term or condition of this Agreement shall constitute a waiver of any subsequent breach. If any term shall be held unenforceable, such term shall be deemed restated, in accordance with applicable law, to reflect as nearly as possible the original intentions of the parties, and the remainder of this Agreement shall remain in full force and effect. Neither party shall be deemed in default or otherwise liable due to a cause beyond that party's reasonable control. Written notices sent pursuant to this Agreement shall be delivered by commercial overnight courier to the applicable signatory at the address set forth above. The timing and content of any public announcements or communications relating hereto shall be subject to the mutual agreement of the parties. This Agreement contains the entire agreement and understanding between the parties, and supersedes all written and oral understandings and negotiations relating to the subject matter hereof. This Agreement may not be amended or modified except in a writing signed by both parties. Nothing in this Agreement shall be deemed to create the relationship of partners, joint venturers, employer-employee, master-servant, or franchisor-franchisee between the parties. The obligations of the Team and DSN under this Agreement are subject to all applicable federal, state and local laws, rules and regulations (including, but not limited to, the Communications Act of 1934, as the same may be amended from time to time, and the rules and regulations of the FCC promulgated thereunder).

education  
LegiScan Topic Report  
July 1, 2021

Bill #	Summary	Status
<a href="#"><u>HB86</u></a>	This Act provides increased funding for kindergarten through third grade students identified as eligible for basic special education services. Currently, basic special education is provided for students in fourth through twelfth grade who are identified as eligible for basic special education and related services; there is no additional unit funding for students in kindergarten through third grade who may be eligible for basic special education services. The Act adds a designation of K-3 Basic Special Education (basic) and over three years reduces the number of students comprising a unit from the current 16.2 to 8.4.	<b>2021-06-22 / Enrolled</b> Passed By Senate. Votes: 21 YES
<a href="#"><u>HB92</u></a>	House Bill No. 92 reduces the term of a member elected to a school board from 5 years to 4 years for members elected after December 31, 2021.	<b>2021-06-22 / Enrolled</b> Passed By Senate. Votes: 12 YES 9 NO
<a href="#"><u>HB100</u></a>	This Act establishes a mental health services unit for Delaware elementary schools. The unit is at a ratio of 250 full-time equivalent students grades K-5 for a full-time school counselor, school social worker, or licensed clinical social worker. Additionally a unit ratio of 700 full time equivalent students for grades K-5 for employment of a full-time school psychologist. This Act defines mental health services as prevention, response, and coordination services delivered to students in elementary schools.	<b>2021-06-30 / Enrolled</b> Passed By Senate. Votes: 21 YES
<a href="#"><u>HB104</u></a>	This Act moves the date by which the Department of Education shall submit its annual report to the Domestic Violence Coordinating Council from August 1 to October 15 of each year. Moving the date to October 15 will better accommodate the data collection, quality control, and certification process utilized by the Department of Education. Schools and districts are required to enter their data by July 1 and the process of verifying the information and making any corrections necessary to certify the data is usually finished by October 1.	<b>2021-06-23 / Enrolled</b> Passed By Senate. Votes: 21 YES
<a href="#"><u>HB115</u></a>	United States Supreme Court case law and scientific research has changed how we think about juvenile delinquency. We know now that an adolescents brain is not fully developed until the mid-twenties which makes juveniles especially prone to poor decision-making. In the landmark case of Miller v. Alabama, in which the United States Supreme Court prohibited mandatory life sentences without parole for juveniles on the rationale that children are inherently different than adults, the Court relied not only scientific research but on common sense and what any parent knows: kids will be kids.	<b>2021-06-29 / Enrolled</b> Passed By Senate. Votes: 21 YES
<a href="#"><u>HB119</u></a>	This Act establishes Juneteenth as a State holiday. Juneteenth commemorates the emancipation of the last enslaved African Americans in the United States. The Act adds Juneteenth as a legal holiday and reduces the number of floating holidays from 2 to 1. The two floating holidays were created by the 145th General Assembly as replacements for Presidents Day and Columbus Day. This Act replaces the floating holiday that replaced Columbus Day with a legal holiday to celebrate Juneteenth. This Act also makes technical corrections to conform existing law to the standards of the Delaware Legislative Drafting Manual.	<b>2021-06-30 / Enrolled</b> Passed By Senate. Votes: 21 YES
<a href="#"><u>HB133</u></a>	This Act changes the current evaluation system for all teachers from the former Delaware Performance Appraisal System II evaluation to a new Delaware Teacher Growth and Support System. The goal of this new evaluation system is to build a culture of professionalism and learning within every school by converting the evaluation system from a teacher-focused to a learning-focused system. It also increases accountability by requiring a beginning, middle and end of the year review of both the teachers professional learning goals and student improvement goals.	<b>2021-06-08 / Enrolled</b> Passed By Senate. Votes: 21 YES
<a href="#"><u>HB166</u></a>	Like House Bill No. 166, House Substitute No. 1 for House Bill No. 166 establishes the Elevate Delaware program. Elevate Delaware will provide payments for tuition and auxiliary expenses, up to \$10,000, for individuals to attend an approved non-credit certificate program. The Workforce Development Board will create a list of non- credit certificate programs eligible for the Elevate Delaware program and establish priorities based upon the skill requirements of employers in Delaware. It also allows the Department of Labor to provide payments to participants in Elevate Delaware to cover auxiliary expenses necessary to meet basic living expenses or purchase supplies necessary for the non-certificate program or employment upon completion of the program.	<b>2021-06-30 / Enrolled</b> Passed By Senate. Votes: 21 YES
<a href="#"><u>HB170</u></a>	This Act allows counties to use Realty Transfer Tax funds to pay expenses related to assessments and reassessments of real property and associated improvements. Further, it permits New Castle County to expand potential referees of tax assessment appeals beyond members of the Bar of the State of Delaware.	<b>2021-06-24 / Enrolled</b> Passed By Senate. Votes: 20 YES 1 NO



<a href="#"><u>HB173</u></a>	This Act allows the parent or guardian of a military-connected student to preliminarily enroll the student by remote registration in a school district where the parent or guardian is in the active military of the United States or in full-time status during active service with a force of the Delaware National Guard, if the parent or guardian is being transferred to Delaware under military orders and is transferred to or is pending transfer to a military installation within Delaware.	<b>2021-06-22 / Enrolled</b> Passed By Senate. Votes: 21 YES
<a href="#"><u>HB178</u></a>	Year-long teacher residency programs are a partnership between an educator preparation program and a Delaware school district or charter school to provide a year-long immersive experience for teacher candidates, allowing them a full and supported, on the ground experience of teaching in a Delaware school. The teacher resident also receives a stipend while participating in the program, which may be used to defray education and living expenses. These programs are the gold standard for teacher preparation and they assist in attracting and retaining quality, diverse educators. For the last several years, the General Assembly has appropriated funds in the annual budget to support and sustain these programs. This bill codifies the program and establishes guidelines for how and when the funds will be awarded and what they may be used for. The Department of Education continues to be charged with administration of the funds.	<b>2021-06-22 / Enrolled</b> Passed By Senate. Votes: 21 YES
<a href="#"><u>HB196</u></a>	The Act places the Parents Right to Know Act in the Department of Education instead of the Department of Services for Children, Youth, and Their Families. This Act also clarifies the notice requirements.	<b>2021-06-30 / Enrolled</b> Passed By Senate. Votes: 21 YES
<a href="#"><u>HB202</u></a>	This Act is designed to increase the opportunity for Delaware children to undergo developmental screening with a research-based screening tool at an early age in order to identify children who may be eligible for Early Intervention or special education services. It requires any applicant for a license or renewal of a license to operate a child care facility on or after July 1, 2023 to commit that each child between the age of birth and 5 years old (who has not yet entered kindergarten) enrolled by the child care provider will undergo developmental and social emotional screening. The screening mechanism to be used is the screening system approved by the Department of Education and will be administered by the parent or guardian of the child seeking to be enrolled in the child care facility.	<b>2021-06-29 / Enrolled</b> Passed By Senate. Votes: 16 YES 5 NO
<a href="#"><u>HB214</u></a>	This Act creates the Disabled Veterans Property Tax Relief and Education Fund. Pursuant to this legislation, school districts are authorized to create a credit against school taxes for up to the full amount of school tax liability for property owned by a veteran with a 100% disability rating who is domiciled in this state. The full amount of such credit will be reimbursed by a transfer from the States General Fund to the County Receiver for distribution to such school districts. It has a delayed effective date to allow for implementation of the program.	<b>2021-06-30 / Enrolled</b> Passed By Senate. Votes: 21 YES
<a href="#"><u>SB12</u></a>	The purpose of this act is to open up The Delaware Student Excellence Equals Degree Act (SEED Act) to adult Delaware residents, who are not recent high school graduates. Currently, about 56% of Delawareans age 25-64 lack a post-secondary degree. This expansion of the SEED grant program will encourage adult learners to return to school to enhance their knowledge and skills and increase their job opportunities. Adult individuals with a high school diploma or less education were significantly impacted by Covid-19-related job loss. This legislation can help to mitigate the effects of the pandemic on those adults. Tennessee has instituted a similar program called the Tennessee Reconnect Act.	<b>2021-06-22 / Enrolled</b> Passed By House. Votes: 40 YES 1 ABSENT
<a href="#"><u>SB15</u></a>	This bill provides for gradual increases in the Delaware minimum wage to \$15 over a period of several years.	<b>2021-06-17 / Enrolled</b> Passed By House. Votes: 26 YES 15 NO
<a href="#"><u>SB31</u></a>	This Act is the second leg of a constitutional amendment to add race, color, and national origin to Â§ 21 of Article I of the Delaware Constitution to explicitly declare that protection against discrimination based on race, color, and national origin is one of Delaware's fundamental rights. The first leg of this constitutional amendment was Senate Bill 191 of the 150th General Assembly, published in Chapter 287 of Volume 82 of the Laws of Delaware. On passage of this second leg by this General Assembly this amendment will become part of the Delaware Constitution.	<b>2021-01-28 / Enrolled</b> Passed By House. Votes: 41 YES
<a href="#"><u>SB65</u></a>	Senate Bill No. 65 establishes the Focus on Alternative Skills Training Program ("FAST"). FAST will provide tuition assistance, to Delaware residents who have obtained a high school diploma, Diploma of Alternate Achievement Standards, or a Delaware secondary credential, which includes earning a GED, and have enrolled in an approved non-degree credit certificate program. The Workforce Development Board will create a list of non-degree credit certificate programs approved for the FAST program.	<b>2021-06-30 / Enrolled</b> Passed By House. Votes: 40 YES 1 ABSENT
<a href="#"><u>SB78</u></a>	Senate Bill No. 78 enhances the qualifications for an individual to serve as a member of a school board or the State Board of Education.	<b>2021-06-24 / Enrolled</b>

		Passed By House. Votes: 37 YES 1 NO 2 NOT VOTING 1 ABSENT
<a href="#"><u>SB82</u></a>	This Act is a substitute for Senate Bill No. 82. Like Senate Bill 82, this Substitute does all of the following:	<b>2021-06-29 / Enrolled</b> Passed By House. Votes: 41 YES
<a href="#"><u>SB86</u></a>	This Act is a result of the Joint Legislative Oversight and Sunset Committees (JLOSC) 2019 review of the Delaware Advisory Council on Career and Technical Education (DACCTE), and adds a requirement to DACCTE's annual report to provide students and families access to information regarding educational, employment, and training opportunities.	<b>2021-06-08 / Enrolled</b> Passed By House. Votes: 41 YES
<a href="#"><u>SB95</u></a>	This bill will provide Delaware students with strong academic credentials and a demonstrated commitment to volunteer public service to receive scholarship monies sufficient to cover the full cost of tuition at Delaware State University. The intent of this bill is to increase the number of students in Delaware who not only attend the University but who successfully complete degree programs.	<b>2021-06-22 / Enrolled</b> Passed By House. Votes: 40 YES 1 ABSENT
<a href="#"><u>SB106</u></a>	This Act makes students who attend homeschools eligible for the same services for children with disabilities as students who attend private schools in a manner that allows federal funds to pay for the services. This Act is the result of discussions regarding Senate Bill No. 19, which would make homeschool students eligible for speech therapy services, and accomplishes the goal of Senate Bill No. 19 because through meaningful consultation, speech therapy services are often included in the services provided to students who attend private schools.	<b>2021-06-22 / Enrolled</b> Passed By House. Votes: 41 YES
<a href="#"><u>SB117</u></a>	This bill allows schools and school districts to submit an application to the Department of Education to have a school designated as a Purple Star School.	<b>2021-06-24 / Enrolled</b> Passed By House. Votes: 40 YES 1 ABSENT
<a href="#"><u>SB125</u></a>	This bill provides that the spouse and any child of a member of the active military service of the United States, who has been assigned to duty elsewhere immediately following assignment to duty in Delaware, shall be deemed to be an in-state resident for the purposes of determining the tuition, fees, and other charges at Delaware public universities, colleges, or community colleges as long as the spouse or child remains enrolled at such institution.	<b>2021-06-24 / Enrolled</b> Passed By House. Votes: 40 YES 1 ABSENT
<a href="#"><u>SB136</u></a>	This Act transfers responsibility for early intervention services for children ages birth to age 3 from the Department of Health and Social Services to the Department of Education and revises the Code to be consistent with federal law. The Individuals with Disabilities Education Act (IDEA) requires states to provide a comprehensive, coordinated, interagency, interdisciplinary early intervention services system for eligible infants and toddlers and their families. This Act requires that early intervention services be provided in compliance with all of the requirements of the IDEA, improves coordination between advisory bodies, and requires early intervention service providers to receive the same training on child abuse and the same background checks as school employees.	<b>2021-06-29 / Enrolled</b> Passed By House. Votes: 41 YES
<a href="#"><u>SB169</u></a>	In 2019, the Office of Child Care Licensing (OCCL) was transferred from the Department of Services for Children, Youth, and Their Families to the Department of Education. This Act makes changes to improve OCCL's implementation and enforcement of the Child Care Act, Chapter 30A of Title 14 of the Delaware Code.	<b>2021-06-29 / Enrolled</b> Passed By House. Votes: 41 YES
<a href="#"><u>SCR55</u></a>	This Concurrent Resolution directs the Delaware Department of Education to establish consistent regulations across the States early child care providers and programs. It also directs the Department to engage stakeholders in this process, and to make recommendations to the General Assembly by October 1, 2022, and propose necessary code revisions by January 1, 2023.	<b>2021-06-17 / Enrolled</b> Passed By Senate. Votes: 21 YES





HOME of the BUCCANEERS

#### ADMINISTRATION

Kevin A. Dickerson, Ed.D.  
Superintendent

Bridget R. Amory, Ed.D.  
Director of Student Learning

Sara E. Croce, MBA  
Chief Financial Officer

Laura L. Manges, M.Ed.  
Director of Student Services

J. Jason Peel, Ed.D.  
Director of Human Resources  
and School Climate

Michael S. Sharp, M.Ed.  
Supervisor of Buildings/Grounds

#### BOARD OF EDUCATION

Jason M. Miller  
President

Rony J. Baltazar-Lopez  
Vice President

Scott L. Fitzgerald

Kristopher R. Thompson

David S. Vezmar

Renate K. Wiley

Jean A. Wylie

**Mailing Address**  
906 Lakeview Avenue  
Milford, DE 19963

**Telephone**  
(302) 422-1600

**Fax**  
(302) 422-1608

**Website**  
[www.milfordschooldistrict.org](http://www.milfordschooldistrict.org)

July 8, 2021

Milford School District  
906 Lakeview Avenue  
Milford, DE 19963

Ms. Sue Willson  
Kent County Receiver of Taxes  
555 Bay Road  
Dover, DE 19901

Dear Ms. Willson:

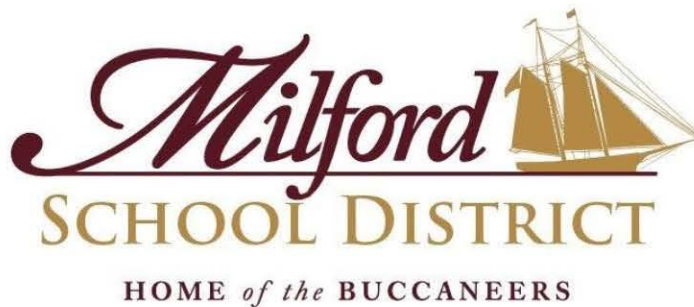
On July 6, 2021 the Milford School District Board of Education approved the following tax rates for Fiscal Year 2022. Please note that the district completely eliminated its capitation tax. **Please ensure that no capitation taxes are assessed for the Milford School District.** The district authorizes that you collect from the district assessment list the following:

The tax rate of \$1.6995 on every one hundred dollars of assessed value.

<u>TAX DISTRIBUTION</u>	<u>REAL</u>	<u>CAP</u>
Local Operations	1.1390	0
Debt Service	0.1621	0
Tuition	0.3630	0
Match Tax	0.0354	0
Total	\$1.6995	0

SIGNED: \_\_\_\_\_  
PRESIDENT, MILFORD BOARD OF EDUCATION

ATTEST: \_\_\_\_\_  
CHIEF FINANCIAL OFFICER, MILFORD SCHOOL DISTRICT



#### ADMINISTRATION

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July 8, 2021

Milford School District  
906 Lakeview Avenue  
Milford, DE 19963

Ms. Patricia Faucett  
Sussex County Receiver of Taxes  
P.O. Box 429  
Georgetown, DE 19947

Dear Ms. Faucett:

On July 6, 2021, the Milford School District Board of Education approved the following tax rates for Fiscal Year 2022. Please note that the district completely eliminated its capitation tax. **Please ensure that no capitation taxes are assessed for the Milford School District.** The district authorizes that you collect from the district assessment list the following:

The tax rate of \$4.8028 on every one hundred dollars of the assessment.

<u>TAX DISTRIBUTION</u>	<u>REAL</u>	<u>CAP</u>
Local Operations	3.2188	0
Debt Service	0.4580	0
Tuition	1.0259	0
Match Tax	0.1001	0
Total	\$4.8028	\$0

SIGNED: \_\_\_\_\_  
PRESIDENT, MILFORD BOARD OF EDUCATION

ATTEST: \_\_\_\_\_  
CHIEF FINANCIAL OFFICER, MILFORD SCHOOL DISTRICT

MILFORD SCHOOL DISTRICT  
Milford, Delaware 19963

POLICY

4320

**VACATION SCHEDULE**

The following vacation schedule shall apply to all full-time twelve (12) month personnel:

1. Vacation period: Fiscal year, July 1 to June 30.
2. Experience for vacation purposes shall include ~~only continuous verified experience.~~  
~~employment in the Milford School District from date last hired.~~
3. Authorized vacation may be taken up to the number of days earned ~~after the first~~  
~~six (6) months of employment.~~ Earned days will be added after each month.  
Vacation time will not be approved against future vacation credit.

4. Schedule –

**ADMINISTRATIVE/SUPERVISORY PERSONNEL**

- a. Twenty-six (26) days per year (2.17 days per month)

**CUSTODIAL PERSONNEL**

a.	<u>Years of Continuous Service</u>	<u>Per Month</u>	<u>Per Year</u>
	0 through 5 years	1.5	18
	6 through 15 years	1.75	21
	16 and over	2.0	24

**SECRETARIAL PERSONNEL, TECHNOLOGY DEPT. PERSONNEL, TWELVE-MONTH PSYCHOLOGISTS AND OTHER TWELVE-MONTH PROFESSIONAL PERSONNEL**

a.	<u>Yrs. Continuous Service</u>	<u>Per Month</u>	<u>Per Year</u>
	0 through 5	1.5	18
	6 through 15	1.75	21
	16 and over	2.0	24

5. Accrued vacation time with another state agency shall not be transferred to the Milford School District.
6. Persons employed on or before the 15th of the month will receive full credit for that month. Persons resigning after the 15th of the month will receive full credit for the

month.

~~7. In the case of resignation, credited vacation must be used before the effective date of resignation.~~

8. Accumulated vacation days: Vacation days may be accumulated up to forty-two (42). Where, prior to the end of a fiscal year, an employee has accumulated more than forty-two (42) days of vacation, such vacation shall be adjusted to forty-two days (42) days at the end of such fiscal year.

~~9. Accumulated vacation may be forfeited if:~~

~~a. An employee is terminated for cause.~~

~~b. ADMINISTRATIVE/SUPERVISORY PERSONNEL~~

~~1. The administrator does not give sixty (60) days notice prior to the end of the fiscal year if he/she wants release from his/her contract.~~

9. The administrator has been reimbursed for coursework in the prior 24 months and terminates employment for reasons other than retirement or disability. Under these circumstances, the final paycheck shall be reduced by the amount of any coursework reimbursement made by the district in the prior 24-month period. If accumulated vacation balance is insufficient to recover these costs, any remaining amount will be deducted from the final lag pay. ~~This provision shall be effective for courses taken after April 1, 2007.~~

#### ~~CUSTODIAL AND SECRETARIAL PERSONNEL~~

~~1. The employee does not give two (2) weeks (14 calendar days) notice.~~

~~TWELVE (12) MONTH PSYCHOLOGISTS AND OTHER TWELVE (12) MONTH PROFESSIONAL PERSONNEL~~

~~1. The psychologist and other twelve-month professional personnel do not give thirty (30) days notice prior to the end of the fiscal year if he/she wants release from his/her contract.~~

10. ~~Vacation time is earned during an approved leave of absence with pay, but is not earned during a leave of absence without pay.~~

11. If an employee is scheduled to work and cannot get to work because of the weather

- or an emergency, such days shall be charged against accrued vacation.
12. Unexcused absences shall be charged against accrued vacation.
  13. Twelve-month employees who maintain a good attendance record may earn up to two additional vacation days per year. Two (2) additional vacation days shall be granted if an employee is absent for three (3) or less days in the prior fiscal year. One (1) additional vacation day will be granted to employees who are absent only four (4) days in the prior fiscal year. (Definition of absence includes all use of sick time, to include personal leave. The only exclusion is the donation of sick time to another employee.) Employees must have one full calendar year of employment with the District to be eligible.
  14. Vacations can only be scheduled with the approval of the immediate supervisor and the Superintendent. Vacation may not be scheduled at a time when the employee's absence would require the employment of a substitute or at a time when it would interfere with the normal operations of the school. Official vacation records will be maintained by the Personnel Office.
  15. All twelve-month employees must take vacation over the winter holiday from December 24 through January 1 as all District facilities will be closed. Vacation days will be deducted at the beginning of the fiscal year to insure coverage of this mandatory vacation period. Superintendent may grant permission for staff to work over the winter holiday in unusual situations.
  - ~~16. The Columbus Day holiday will be taken on the Monday following Good Friday.~~

ADOPTED: 6/15/70; 1/17/72; 7/18/77; 7/20/81; 8/19/85; 7/1/91; 12/16/91; 6/24/96;  
1/28/97; 7/1/00; 5/19/03; 3/26/07; 9/24/12

MILFORD SCHOOL DISTRICT  
Milford, Delaware 19963

**POLICY 5415**

**K-12 SCHOOL DRESS CODE POLICY**

Milford School District School Dress Code Policy Statement:

This school dress code policy will supersede any and all previous dress code policies. The required style of dress must be worn to enter the building on a normal school day from entry to dismissal unless otherwise authorized by Administration.

**Approved dress code bottoms include:** Solid color khaki style pants, jeans, walking shorts, capris, skorts, skirts (no slits), jumpers or dresses.

1. Cotton, denim and/or corduroy are acceptable.
2. Stretch apparel, leather or sheer materials are not permitted.
3. Dress code bottoms must be to the knee or longer in length.
4. Cut-off pants and pants with holes are not permitted.
5. Clothing items must be worn at the natural waist.
6. Solid color leggings, tights or nylons may be worn under skirts that are no shorter than the knee.
7. Chains and spiked jewelry are not permitted.

**Approved dress code tops include:** Solid color collared shirts.

1. Dress code tops must be short or long sleeve. No sleeveless dress code tops are permitted.
2. Button down shirts are permitted. Only the top button of dress code tops can be unbuttoned.
3. Solid color collared shirts may have a **small** emblem on the chest or sleeve. Milford School District issued collared shirts may also be worn.
4. Solid colored crewneck sweatshirts or **hoodless** polar fleece jackets may be worn over the collared dress code top. Hooded apparel is not permitted.\*
5. Pullover v-neck, crewneck, button down or zippered cardigan sweaters may be worn over the collared dress code top.
6. Athletic gear and presentation of lettering or an emblem associated with Milford School District, schools of the Milford School District or colleges/universities are acceptable on approved dress code tops.
7. Turtlenecks (mock and regular) or t-shirts (short sleeve and long sleeve) solid in color may be worn **underneath** polo shirts.
8. Anything designated as an undergarment (except t-shirts) cannot be revealed. No skin or undergarments should be visible between the waistband of the pants and the bottom of the shirt.
9. Cut-offs, frayed seams and holes are not permitted on clothing.

10. Hats, head coverings (except for religious practices), visors, bandanas, combs and sunglasses (except with a doctor prescription) may not be worn in the building. Scarves, ties, and bowties are acceptable.

**\*For Milford High School students only:** Approved solid colored **hooded** sweatshirts, pullovers or polar fleece jackets may be worn as acceptable dress code tops. Milford High School students wearing approved hooded apparel must keep the hood down, and off of their head, while in the school building.

**Footwear:**

1. Students must wear appropriate footwear at all times. No shoes with wheels or slippers are permitted. Elementary students are not permitted to wear flip flops and need to have a closed toe shoe secured to the foot by a strap or shoelaces.

**Other Dress Code Considerations:**

1. New students who have not been previously enrolled in the Milford School District shall have up to 10 school days to comply with the dress code policy.
2. Appropriate physical education attire is determined by the school's physical education teacher and administration.
3. Clothing or other personal adornments or embellishments that are disruptive, unsafe or interfere with the regular operations of school are expressly prohibited during school hours and during school functions. Clothing, footwear, jewelry, or adornments must not be obscene, vulgar, nor ethnically, culturally, or sexually offensive. Sacrilegious prints, gang-related identification, apparel, or paraphernalia, suggestions or depictions of violence, drug or alcohol use, tobacco/smoking and/or illegal activities may not be worn or displayed.

**If there are any questions concerning this policy, please contact your student's school.**

ADOPTED: 5/16/11

REVISED: 7/11/11; 3/26/12; 4/19/16



MILFORD SCHOOL DISTRICT  
Milford, Delaware 19963

POLICY

8106

**BOARD COMMITTEES**

The Board of Education shall have no standing committees. Special committees may be created by the Board for special assignments. When so created, such committees shall be appointed by the President and shall terminate at a date established by the President for the completion of their assignment, or they may be terminated by a vote of the Board at any time. In no event shall a special committee exist longer than six (6) calendar months.

ADOPTED: July 14, 1975



MILFORD SCHOOL DISTRICT  
Milford, Delaware 19963

POLICY

8106

**BOARD COMMITTEES**

The Board of Education shall have no standing committees. Special committees may be created by the Board for special assignments. When so created, such committees shall be appointed by the President and shall terminate at a date established by the President for the completion of their assignment, or they may be terminated by a vote of the Board at any time. In no event shall a special committee exist longer than six (6) calendar months. **Special committees must adhere to the Freedom of Information Act (FOIA).**

**Board members may participate on district committees as deemed appropriate. No more than three Board members may participate on a singular district committee to avoid establishing a quorum.**

ADOPTED: July 14, 1975

REVISED:

# MILFORD SCHOOL DISTRICT

## POLICY 4309D

### 2020-2021 LIMITED CONTRACT POSITIONS\*

School	Position	Category
District	Coordinator, Odyssey of the Mind Elementary	5
District	Coordinator, Odyssey of the Mind Secondary	5
District	Mentor Site Coordinator	<del>5</del> 3
District	Lead School Nurse	3
District	Lead School Counselor	3
District	Lead English Learner Teacher	3
District	Athletic Director	A
High	Cheerleading Coach – <del>Basketball</del> Winter	<del>C</del> E
High	Cheerleading Coach – Fall	C
High	Field Hockey Coach, Head	B
High	Field Hockey Coach, Asst.	D
High	Football Coach, Head	A
High	Football Coach, Asst. (Defensive Coord.)	B
High	Football Coach, Asst. (Offensive Coord.)	B
High	Football Coach, Asst.	<del>C</del> D
High	Football Coach, Asst.	<del>C</del> D
High	Football Coach, Asst.	<del>C</del> D
High	Football Coach, Asst.	E
High	Soccer Boys Coach, Head	B
High	Soccer Boys Coach, Asst.	D
High	Cross Country Coach, Head	B
High	Cross Country Coach, Asst.	D
High	Basketball Boys Coach, Head	B
High	Basketball Boys Coach, Asst.	D
High	Basketball Boys Coach, Asst. – Freshman Coach	D
High	Basketball Girls Coach, Head	B
High	Basketball Girls Coach, Asst.	D
High	Wrestling Coach, Head	B
High	Wrestling Coach, Asst.	D
High	Winter Track, Head	C
High	Winter Track, Asst.	D
High	Winter Track, Asst.	D
High	Swim Coach, Head	B
High	Swim Coach, Asst.	D
High	Baseball Coach, Head	B
High	Baseball Coach, Asst.	D
High	Baseball Coach, Asst. Asst. - JV Coach	D
High	Softball Girls Coach, Head	B
High	Softball Girls Coach, Asst.	D
High	Softball Girls Coach, Asst. Asst. - JV Coach	D
High	Track Coach, Head	B
High	Track Coach, Asst.	D

High	Track Coach, Asst.	D
High	Track Coach, Asst.	D
High	Tennis Boys Coach, Head	C
High	Tennis Girls Coach, Head	C
High	Golf Coach, Head	C
High	Soccer Girls Coach, Head	B
High	Soccer Girls Coach, Asst.	D
High	Lacrosse Boys Coach, Head	B
High	Lacrosse Boys Coach, Asst.	D
High	Lacrosse Girls Coach, Head	<del>C</del> B
High	Lacrosse Girls Coach, Asst.	D
High	Volleyball Coach, Head	B
High	Volleyball Coach, Asst.	D
High	Unified Basketball Coach	D
High	Unified Track Coach	D
High	Theatrical Drama/Musical Director	1
High	Theatrical Choreography	3
High	Theatrical Stage/Set	3
High	Theatrical Pit Conductor	3
High	Theatrical Producer, Fall & Spring	3
High	Instructional Coach, Business/CTE	3
High	Instructional Coach, Visual & Performing Arts	3
High	Instructional Coach, English	3
High	Instructional Coach, Math	3
High	Instructional Coach, <del>Technology Ed./Agriculture</del> /CTE	3
High	Instructional Coach, Physical & Drivers Ed	3
High	Instructional Coach, Science	3
High	Instructional Coach, Social Studies	3
High	Instructional Coach, Special Education	3
High	Instructional Coach, World Language	3
High	Band Director	1
High	Asst. Band Director	3
High	Advisor, Health Occupations Student Association (HOSA)	4
High	Advisor, Educator's Rising	4
High	Advisor, Business Professional of America (BPA)	4
High	Advisor, DECA	4
High	Advisor, Varsity Club	4
High	Advisor, National Honor Society	4
High	Advisor, Technology Student Association (TSA)	4
High	Advisor, Freshman Class	4
High	Advisor, Sophomore Class	4
High	Advisor, Junior Class/Prom	3
High	Advisor, Senior Class	4
High	Advisor, FFA	4
High	Advisor, Student Government Association (SGA)	3
High	Advisor, Interact Club	3

High	Coordinator, Band Front (Color Guard)	5
High	Weight Room Coordinator- Fall/Winter	D
High	Weight Room Coordinator- Winter/Spring	D
High	Weight Room Coordinator - Summer	C
Central	Advisor, Fuel Up to Play 60	5
Central	Advisor, FFA	4
Central	Advisor, Business Professional of America (BPA)	4
Central	Advisor, Health Occupations Student Association (HOSA)	4
Central	Advisor, Student Council	4
Central	Advisor, Yearbook	4
Central	Advisory, Technology Student Association (TSA)	4
Central	Advisor, National Junior Honor Society	4
Central	Coordinator, Science Olympiad	5
Central	Instructional Coach, English	3
Central	Instructional Coach, Mathematics	3
Central	Instructional Coach, Social Studies	3
Central	Instructional Coach, Science	3
Central	Instructional Coach, Special Education	3
Central	Instructional Coach, Related Arts	3
Central	Band Director	2
Central	Chorus Director	3
Central	Athletic Events Coordinator	B
Central	Cheerleading Coach – <del>Football</del> Fall	E
Central	Cheerleading Coach – <del>Basketball</del> Winter	E
Central	Field Hockey Coach, Head	C
Central	Field Hockey Coach, Asst.	E
Central	Soccer Boys Coach, Head	C
Central	Soccer Boys Coach, Asst.	E
Central	Football Coach, Head	B
Central	Football Coach, Asst.	D
Central	Football Coach, Asst.	D
Central	Volleyball Girls Coach, Head	C
Central	Volleyball Girls Coach, Asst.	E
Central	Basketball Boys Coach, Head	C
Central	Basketball Boys Coach, Asst.	E
Central	Basketball Girls Coach, Head	C
Central	Basketball Girls Coach, Asst.	E
Central	Wrestling Coach, Head	C
Central	Wrestling Coach, Asst.	E
Central	Cross Country Coach, Head	C
Central	Baseball Coach, Head	C
Central	Baseball Coach, Asst.	E
Central	Softball Coach, Head	C
Central	Softball Coach, Asst.	E
Central	Soccer, Girls Coach, Head	C
Central	Soccer, Girls Coach, Asst.	E

Central	Track Coach, Head	C
Central	Track Coach, Asst.	E
Banneker	Advisor, Girls on the Run	5
Banneker	Advisor, Honor Society	4
Banneker	Advisor, Student Council	4
Banneker	Advisor, Yearbook	3
Banneker	Instructional Coach, Related Arts	3
Banneker	Instructional Coach, Grade 1	3
Banneker	Instructional Coach, Grade 2	3
Banneker	Instructional Coach, Grade 3	3
Banneker	Instructional Coach, Grade 4	3
Banneker	Instructional Coach, Grade 5	3
Banneker	Instructional Coach, Technology	3
Banneker	Instructional Coach, Special Education	3
Ross	Advisor, Fuel Up to Play 60	5
Ross	Advisor, Girls on the Run	5
Ross	Advisor, Honor Society	4
Ross	Advisor, Student Council	4
Ross	Advisor, Yearbook	3
Ross	Instructional Coach, Related Arts	3
Ross	Instructional Coach, Grade 1	3
Ross	Instructional Coach, Grade 2	3
Ross	Instructional Coach, Grade 3	3
Ross	Instructional Coach, Grade 4	3
Ross	Instructional Coach, Grade 5	3
Ross	Instructional Coach, Special Education	3
Ross	Instructional Coach, Technology	3
Misphillion	Advisor, Fuel Up to Play 60	5
Misphillion	Advisor, Girls on the Run	5
Misphillion	Advisor, Honor Society	4
Misphillion	Advisor, Student Council	4
Misphillion	Advisor, Yearbook	3
Misphillion	Instructional Coach, Related Arts	3
Misphillion	Instructional Coach, Grade 1	3
Misphillion	Instructional Coach, Grade 2	3
Misphillion	Instructional Coach, Grade 3	3
Misphillion	Instructional Coach, Grade 4	3
Misphillion	Instructional Coach, Grade 5	3
Misphillion	Instructional Coach, Technology	3
Misphillion	Instructional Coach, Special Education	3
Morris	Instructional Coach, Kindergarten	3
Morris	Instructional Coach, Kindergarten	3
Morris	Instructional Coach, Kindergarten	3
Morris	Instructional Coach, Kindergarten	3
Morris	Instructional Coach, Pre-K	3
Morris	Instructional Coach, Technology	3

Morris	Advisor, Yearbook	3
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\* Limited Contracts may be added at the discretion of the Superintendent during the school year, with subsequent Board approval of the candidate necessary prior to the contract beginning.