

HOME of the BUCCANEERS

906 Lakeview Avenue Milford, DE 19963

Phone: (302) 422-1600

**AGENDA FOR MONDAY, OCTOBER 18, 2021 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/onstage/g.php?MTID=e5e933133711c69bcd7339ed57461c355>

**Event password:** board

**Event Number:** 2622 651 7455

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

**Dial in:** +1-415-655-0001

**Access code:** 2622 651 7455

*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 September 21, 2021 Action Item

**5. Adjournment to Executive Session Action Item**

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

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

B. Discussion of Tax Exemption Request Case 2021-8

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. **Public Comment**
10. **Superintendent's Report**
  - A. Recognitions
  - B. Upcoming Events
11. **Business – Dr. Sara Croce**
  - A. Monthly Revenue and Expenditure Reports as of September 30, 2021 Action Item
  - B. Tax Exemption Request Case 2021-8 Action Item
12. **Instruction and Student Programs – Ms. Laura Manges**
  - A. DESSA-ALT Update
13. **Equity and Support Services – Dr. Brittany Hazzard**
  - A. Mental Health Resources
14. **Board Discussion**
  - A. DSBA Updates
  - B. Revised Draft Board Policy 6303 Diploma Requirements – Action Item
  - C. Draft Board Policy 6307 Honors and Dual Enrollment Policy – Read Only
  - D. Revised Draft Board Policy 4215 Work Rules for Non-Certified Personnel – Action Item
  - E. Delete Board Policy 4222 Milford School District Driver Minimum Duties – Action Item
  - F. Delete Board Policy 4302(b) Local Salary Supplement: Technology Assistants – Action Item
  - G. Revised Draft Board Policy 4302(c) Local Salary Supplement: Technology Specialists – Action Item
  - H. Revised Draft Board Policy 4303(b) Local Salary Supplement: Chief Custodian – Action Item
  - I. Revised Draft Board Policy 4304 Local Salary Supplement: Food Service Manager Action Item
  - J. Revised Draft Board Policy 4323(a) Local Salary Supplement: Cafeteria Workers – Action Item
  - K. Revised Draft Board Policy 4328 Salary Schedule: Bus Driver/Bus Aide on District Owned Buses – Action Item
  - L. Revised Draft Board Policy 4309C Game Attendant Stipends – Read Only
15. **Adjournment Action Item**



MILFORD SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR BOARD MEETING – SEPTEMBER 20, 2021

Board Members in Attendance	
Mr. Jason Miller, President	Mr. Rony Baltazar-Lopez, Vice President (6:06 PM)
Dr. Adam Brownstein	Mr. Scott Fitzgerald
Mr. Kristopher Thompson	Mrs. Jean Wylie
Mr. David Vezmar	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, September 20, 2021.

**PLEDGE OF ALLEGIANCE**

**APPROVAL OF MINUTES**

**MOTION MADE BY MR. THOMPSON/SECONDED BY MR. VEZMAR** to approve the Regular Meeting Minutes for August 23, 2021. **Motion passed unanimously.**

**MOTION MADE BY MR. THOMPSON/SECONDED BY MR. VEZMAR** to approve the Regular Meeting Minutes for September 3, 2021. **Motion passed unanimously.**

**ADJOURNMENT TO EXECUTIVE SESSION**

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

**MOTION MADE BY MR. VEZMAR/SECONDED BY MR. THOMPSON** to adjourn Executive Session at 7:09 PM. **Motion passed unanimously.**

**PERSONNEL**

**Personnel Updates**

**MOTION MADE BY MRS. WYLIE/SECONDED BY MR. FITZGERALD** to accept the Personnel Report as presented during Executive Session. **Motion passed unanimously.**

**Optional Rapid COVID Testing Program**

**MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MR. VEZMAR** to approve the Optional Rapid COVID Testing Program. **Motion passed unanimously.**

**CHANGES TO AGENDA** - None

**PUBLIC COMMENT** – None

**SUPERINTENDENT'S REPORT**

***Recognitions***

Michele Davis – Lulu Ross Elementary 5<sup>th</sup> Grade Teacher was awarded the Alpha Delta Kappa 2021 International Excellence in Education Award. She will receive \$5,000 to spend on her classroom to support students.

Governor Carney presented Milford High School FFA with the inaugural Fantastic Fair Award during the 2021 Delaware State Fair.

Milford FFA Chapter Vice President Anya Phillips was awarded the William H. Abbott Sr. Memorial Plaque.

Milford FFA received the prestigious Gold Chapter rating from the State of Delaware FFA. They also received a 3-star ranking from the National FFA Organization – this is the highest ranking given.

Milford FFA members built two chapter displays that were both placed in the Delaware State Fair FFA Building: Educational Display with the theme “Factor in the Tractor”; and a Horticulture Display with the title “Preserving the Past, Presenting the Future” which placed 4<sup>th</sup>.

Milford FFA Food Science and Technology team placed 1<sup>st</sup> in the state: Team members were Hannah Haigh, Beau Davis, Veronika Moore, and Colin O’Connor.

Milford FFA Dairy Cattle Evaluation team placed 2<sup>nd</sup> in the state: Team members were Jacob Smith (3<sup>rd</sup> individually), Miranda Walker (4<sup>th</sup> individually), Ashlyn Welch (7<sup>th</sup> individually) and Dorothy Bradley (8<sup>th</sup> individually).

Mason Foxwell (4<sup>th</sup> individually) and Alexis Wright (6<sup>th</sup> individually) placed in the Dairy Cattle Handlers Activity.

Milford FFA Veterinary Science team placed 3<sup>rd</sup> in the state: Team members were Jorja Willey (4<sup>th</sup> individually), Julia Popelas, Natalie Stevenson, and Alexis Wright.

The Milford FFA Livestock Show Team consisted of 13 students: Natalie Armstrong, Dorothy Bradley, Hailey Cylinder, Beau Davis, Mason Foxwell, Hannah Haigh, Sarah Hudson, Alaina Judd, Colin O’Connor, Julia Popelas, Sarah Stevenson, Miranda Walker and Alexis Wright.

Oliva Aten, Agriculture Science Teacher at MCA, was selected as a National Ambassador for FFA.

Thank you to James T. Vaughn Correctional Center for their donation of school supplies to MCA.

Congratulations to Lizzy Abbate (6<sup>th</sup> Grade) for being named Volunteer of the Year at the Riverwalk Freedom Festival.

Congratulations to MSD School Lead Nurse Yvonne White for winning the Freedom Award in the Education category of the Riverwalk Freedom Festival.

Congratulations to MSD Educational Support Professional of the Year: Patrick Seibel – Technology.

Thank you to the Technology Team for their excellent work and dedication to serving the district-community as September 21<sup>st</sup> is National IT Professional Day: Adam Richardson, Chelsea Allen, Austin Dukes, Kyle Moore, Cathy Rios, Patrick Seibel, Eric Trevino-Viramontes.

Thank you to the Carlisle Fire Department for their support at MHS on September 20<sup>th</sup>.

Thank you to the Milford Chamber of Commerce for hosting a successful Riverwalk Festival.

Thank you to students, staff, administrators, bus drivers and families for their efforts in a great start to the school year.

**State COVID Leave Extension**

**MOTION MADE BY MR. BALTAZAR/LOPEZ/SECONDED BY MRS. WYLIE** to approve the State COVID Leave Extension as presented.

**MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MRS. WYLIE** to amend motion from as presented to approving the State COVID Leave Extension following State guidelines. **Motion passed unanimously.**

**BUSINESS**

***Revenue and Expenditure Reports***

**MOTION MADE BY MR. THOMPSON/SECONDED BY MR. VEZMAR** to approve the Revenue and Expenditure Reports as of July 31, 2021. **Motion passed unanimously.**

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

***MSD Financial Position Report***

**MOTION MADE BY MR. VEZMAR/SECONDED BY MR. THOMPSON** to approve the Milford School District Financial Position Report. **Motion passed unanimously.**

***Tax Exemption Request – 2021-7***

**MOTION MADE BY MR. THOMPSON/SECONDED BY MR. VEZMAR** to deny the waiver request of fees and interests for tax exemption request 2021-7. **Motion passed unanimously.**

**BUILDINGS AND GROUNDS – Mr. Sharp**

***Engineering Services for Milford High School Turf Fields Replacement***

**MOTION MADE BY DR. BROWNSTEIN/SECONDED BY MR. THOMPSON** to approve the ELA Sports estimate for Engineering Services for Milford High School Turf Fields Replacement. **Motion passed unanimously.**

***Hispanic Heritage Month Proclamation***

**MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MR. VEZMAR** to proclaim September 15, 2021 to October 15, 2021 as Hispanic Heritage Month in Milford School District. **Motion passed unanimously.**

Mr. Baltazar-Lopez wanted to remind everyone that September is also Suicide Prevention Month. If anyone is contemplating suicide, please know that help is available. The Suicide Prevention Hotline number is 1-800-273-8255. Mr. Baltazar-Lopez also requested an update of mental health supports that schools offer at the October board meeting.

**BOARD DISCUSSION**

***Revised Board Policy 5110 Eighth Grade High School Interscholastic Athletics Participation Pilot***

**MOTION MADE BY MR. THOMPSON/SECONDED BY MR. FITZGERALD** to approve revised Board Policy 5110 Eighth Grade High School Interscholastic Athletics Participation Pilot. **Motion passed unanimously.**

**Draft Board Policy 6303 Diploma Requirements (or Graduation Policy)** was reviewed and discussed as a Read Only item. President Miller and Dr. Dickerson recommended a separate Honors Dual Enrollment Policy as a Read Only item at the October board meeting.

**Draft Board Policy 4215 Work Rules for Non-Certificated Personnel** was reviewed and discussed as a Read Only item. This policy would replace the old board policy 4215 and board policy 4222.

**Delete Board Policy 4222 Milford School District Driver Minimum Duties** was reviewed and discussed as a Read Only item.

**Delete Board Policy 4302(b) Local Salary Supplement: Technology Assistants** was reviewed and discussed as a Ready Only item. This position has been eliminated; technology staff are now Technology Assistants.

**Revised Draft Board Policy 4302(c) Local Salary Supplement: Technology Specialists** was reviewed and discussed as a Read Only item. This policy replaces Board Policy 4302(b) Local Salary Supplement: Technology Assistants.

**Revised Draft Board Policy 4303(b) Local Salary Supplement: Chief Custodian** was reviewed and discussed as a Read Only item.

**Revised Draft Board Policy 4304 Local Salary Supplement: Food Service Manager** was reviewed and discussed as a Read Only item.

**Revised Draft Board Policy 4323(a) Local Salary Supplement: Cafeteria Workers** was reviewed and discussed as a Read Only item.

**Revised Draft Board Policy 4328 Salary Schedule: Bus Driver/Bus Aide on District Owned Buses** was reviewed and discussed as a Read Only item.

#### **ADJOURNMENT**

**MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MR. VEZMAR** that the Regular Meeting of the Milford Board of Education held on Monday, September 20, 2021 adjourn @ 8:19 PM. **Motion passed unanimously.**

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Kevin Dickerson, Executive Secretary

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Theresa Blocker, Recording Secretary

**MILFORD SCHOOL DISTRICT**  
**Fiscal Year 2021 Monthly Revenue Report**  
**As of September 30, 2021**  
**25% of the Fiscal Year completed**

	Preliminary		
	FY 2022	Actual	%
REVENUE SOURCE	Budget	to date	received
<b>STATE FUNDS</b>			
Formula Salaries	23,788,494.08	27,815,735.00	116.93%
Cafeteria Salaries	475,416.80	534,844.00	112.50%
Division II, All Other Costs	902,811.00	147,181.00	16.30%
Division II, All Other Costs - VOC	113,042.00	84,782.00	75.00%
Division II, Energy	788,951.00	710,056.00	90.00%
Division III, Equalization	5,675,768.00	5,050,297.00	88.98%
State Transportation	2,933,384.57	1,537,505.00	52.41%
Homeless Transportation	196,566.00	98,283.00	50.00%
Foster Care Transportation	55,121.70	27,561.00	50.00%
Transportation Supply	1,000.00	1,000.00	100.00%
Related Services Cash Option	52,604.28	94,688.00	180.00%
Drivers' Education	19,113.00	17,202.00	90.00%
Unique Alternatives	238,232.26	238,232.00	100.00%
Professional Development	-	20,598.00	
Delaware Sustainment Fund	811,121.00	730,009.00	90.00%
Academic Excellence Cash Option	-	-	
Technology Block Grant	108,554.00	97,700.00	111.11%
Educator Accountability (CPR)	-	2,500.00	
World Language Expansion	38,451.21	-	0.00%
Education Opportunity Grant	659,612.50	1,231,277.00	186.67%
Education Opportunity Grant - Mental Health	208,147.50	286,203.00	137.50%
Student Success Block Grant - K-3	119,274.00	-	0.00%
Student Success Block Grant - Reading	162,134.00	330,148.00	203.63%
Child Safety Awareness	5,062.00	5,062.00	100.00%
Minor Capital Improvements	409,948.00	-	0.00%
Major Capital Improvements	-	-	
<b>TOTAL STATE FUNDS</b>	<b>37,762,808.90</b>	<b>39,060,863.00</b>	<b>103.44%</b>
<b>LOCAL FUNDS</b>			
Current Expense (tax rate)	8,884,200.00	1,489,198.02	16.76%
Current Expense (capitations)	200.00	23.54	11.77%
Athletics	10,000.00	8,543.00	
Interest	285,000.00	-	0.00%
Building Rental	4,500.00	-	0.00%
Other Local Revenue	18,500.00	979.01	5.29%
Sol - Systems	1,500.00	-	0.00%
Energy Curtailment	15,000.00	-	0.00%
CSCR	15,000.00	-	0.00%
Indirect Costs	75,000.00	30,363.13	40.48%
Cafeteria	1,250,000.00	230,341.04	18.43%
Net Choice Billings	(164,893.80)	-	0.00%
Net Charter Billings	(165,738.77)	-	0.00%
Tuition Billings	(2,100,000.00)	-	0.00%
Social Studies Coalition/Donations	107,000.00	36,985.00	34.57%
Debt Service	1,250,000.00	211,928.92	16.95%
Debt Service - County Impact Fees	78,343.00	-	0.00%
Tuition	2,800,000.00	474,624.81	16.95%
Minor Capital Improvements	273,299.00	46,299.00	16.94%
E-Rate	5,500.00	-	0.00%
Education Opportunity Match	-	-	
Extra Time Local Match	-	-	
Reading and Match Specialist Match	-	-	
Technology Maintenance Match	-	-	
Major Capital Improvements	-	-	
<b>TOTAL LOCAL FUNDS</b>	<b>12,642,409.43</b>	<b>2,529,285.47</b>	<b>20.01%</b>
<b>FEDERAL FUNDS</b>			
IDEA Part B	1,126,652.00	315,283.00	27.98%
IDEA - Preschool	55,709.00	56,109.00	100.72%
Title I	1,973,009.00	777,654.00	39.41%
Title II	353,387.00	74,996.00	21.22%
Title III English Acquisition	64,917.00	69,643.00	107.28%
School Emergency Relief (ESSERF)	-	-	
Perkins	125,895.00	57,981.00	46.06%
<b>TOTAL FEDERAL/OTHER FUNDS</b>	<b>3,699,569.00</b>	<b>1,351,666.00</b>	<b>36.54%</b>
<b>GRAND TOTAL ALL FUNDS</b>	<b>54,104,787.33</b>	<b>42,941,814.47</b>	<b>79.37%</b>



**Milford School District**  
**Monthly Report of Expenditures**  
**For the month ended September 30, 2021**

Operating Unit	Budget Line	Preliminary		Expended	Budget Remaining	% Remaining
		Budget Amount	Encumbered			
9180668A	Benjamin Banneker Elementary School	\$ 46,526.40	1,927.10	3,938.14	\$ 40,661.16	87.39%
9180670A	Evelyn I. Morris Early Childhood Center	\$ 48,971.80	7,806.33	8,220.35	\$ 32,945.12	67.27%
9180672A	Lulu M. Ross Elementary School	\$ 65,144.00	1,783.38	5,186.52	\$ 58,174.10	89.30%
9180673A	Mispillion Elementary School	\$ 50,747.20	210.42	4,478.40	\$ 46,058.38	90.76%
9180675A	Milford Central Academy	\$ 102,334.00	4,491.35	18,452.55	\$ 79,390.10	77.58%
9180678A	Milford Senior High School	\$ 131,384.00	10,500.79	6,210.82	\$ 114,672.39	87.28%
99900000	Board Of Ed/District Expenses	\$ 9,000.00	-	-	\$ 9,000.00	100.00%
	School Resource Officer	\$ 165,000.00	-	125,764.00	\$ 39,236.00	23.78%
99900100	Legal Services, Audit and Insurance Premiums	\$ 180,000.00	1,688.00	-	\$ 178,312.00	99.06%
99900300	District Expenditures	\$ 35,000.00	2,839.13	2,680.64	\$ 29,480.23	84.23%
	Public Relations and Communication	\$ 10,000.00	800.00	6,480.00	\$ 2,720.00	27.20%
	Copy Center (District Wide)	\$ 98,500.00	73,315.95	20,256.57	\$ 4,927.48	5.00%
	Student Emergency Fund	\$ 4,000.00	-	-	\$ 4,000.00	100.00%
99910100	Superintendent	\$ 1,500.00	341.40	315.32	\$ 843.28	56.22%
99920000	World Language Immersion (State Grant)	\$ 38,451.21	-	-	\$ 38,451.21	100.00%
	Educator Accountability (State Grant)	\$ 1,200.00	-	-	\$ 1,200.00	
	Student Success Block Grant (Reading)	\$ 162,134.00	-	105,902.52	\$ 56,231.48	34.68%
	Opportunity Grant Mental Health	\$ 208,147.50	-	-	\$ 208,147.50	100.00%
	Education Opportunity Grant	\$ 659,612.50	-	-	\$ 659,612.50	100.00%
	Summer School	\$ 30,000.00	-	-	\$ 30,000.00	100.00%
	Translators	\$ 20,000.00	-	1,011.23	\$ 18,988.77	94.94%
	Extra Time Programs	\$ 30,000.00	-	-	\$ 30,000.00	100.00%
	Curriculum and Instruction	\$ 267,200.00	1,240.27	31,884.14	\$ 234,075.59	87.60%
99920700	Athletics - High School	\$ 170,000.00	22,699.14	24,672.11	\$ 122,628.75	72.13%
	Athletics - Milford Central Academy	\$ 30,000.00	-	1,685.00	\$ 28,315.00	94.38%
99920800	Driver's Education	\$ 19,113.00	-	14,105.33	\$ 5,007.67	26.20%
99930200	Tuition - Special Services	\$ 584,500.00	-	43,899.19	\$ 540,600.81	92.49%
	Tuition - Special Services - ILC	\$ 315,000.00	1,045.77	122,329.00	\$ 191,625.23	60.83%
	Unique Alternatives (State Funds)	\$ 238,232.26	-	83,176.91	\$ 155,055.35	49.22%
99930300	Special Services	\$ 49,000.00	462.02	14,302.15	\$ 34,235.83	69.87%
	Student Success Block Grant (K-3 Basic)	\$ 119,274.00	-	-	\$ 119,274.00	100.00%
	Special Services - State Related Services	\$ 52,604.28	-	-	\$ 52,604.28	100.00%
99940100	Contingencies and One-Time Items	\$ 500,000.00	216,948.85	972.30	\$ 282,078.85	56.42%
99940200	Division I/Formula Salaries	\$ 23,788,494.08	-	8,305,428.35	\$ 15,483,065.73	65.09%
99940300	Division II - Vocational	\$ 113,042.00	-	939.72	\$ 112,102.28	99.17%
99940400	Division III/Local Salaries	\$ 11,072,500.00	-	2,840,924.82	\$ 8,231,575.18	74.34%
	Union agreed Limited Contracts	\$ 385,000.00	-	2,654.06	\$ 382,345.94	99.31%
99940500	Title I	\$ 1,973,009.00	-	-	\$ 1,973,009.00	100.00%
	Title II	\$ 353,387.00	-	-	\$ 353,387.00	100.00%
	Title III	\$ 64,917.00	-	-	\$ 64,917.00	100.00%
	IDEA Part B	\$ 1,126,652.00	-	-	\$ 1,126,652.00	100.00%
	IDEA Preschool	\$ 55,709.00	-	-	\$ 55,709.00	100.00%
	Perkins	\$ 125,895.00	-	-	\$ 125,895.00	100.00%
	Homeless	\$ -	-	-	\$ -	
	Other Federal Grants	\$ -	-	-	\$ -	
99940600	Insurance Expense	\$ 105,153.00	-	-	\$ 105,153.00	100.00%
99940700	Social Studies Coalition/Donations	\$ 107,000.00	-	338.00	\$ 106,662.00	99.68%
99940810	Technology Equipment & Repair	\$ 272,800.00	2,115.99	112,032.12	\$ 158,651.89	58.16%
	Technology Block Grant	\$ 108,554.00	3,985.00	-	\$ 104,569.00	96.33%
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	341.40	3,399.38	\$ 6,259.22	62.59%
99960000	Child Nutrition Operations	\$ 1,190,572.80	440,599.77	463,170.32	\$ 286,802.71	24.09%
	Cafeteria Salaries	\$ 534,844.00	-	159,725.44	\$ 375,118.56	70.14%
99960100	Facilities Maintenance	\$ 90,000.00	-	3,586.36	\$ 86,413.64	96.02%
	Custodial Services and Supplies	\$ 90,000.00	1,212.90	23,977.63	\$ 64,809.47	72.01%
99960200	Operations and Utilities	\$ 385,395.00	18,485.86	45,851.67	\$ 321,057.47	83.31%
	Energy Division II	\$ 710,056.00	-	-	\$ 710,056.00	100.00%
99960300	State Transportation	\$ 2,933,384.57	744,345.00	287,286.06	\$ 1,901,753.51	64.83%
	State Homeless Transportation	\$ 196,566.00	-	-	\$ 196,566.00	100.00%
	State Foster Transportation	\$ 55,121.70	-	-	\$ 55,121.70	100.00%
	Transportation Supplies	\$ 1,000.00	-	270.00	\$ 730.00	73.00%
99960400	Transportation Internal Budget (Local)	\$ 23,000.00	1,513.20	263.76	\$ 21,223.04	92.27%
	Local Activities Transportation	\$ 3,000.00	-	-	\$ 3,000.00	100.00%
	Local Homeless Transportation Match	\$ 21,840.67	-	-	\$ 21,840.67	100.00%
	Local Transportation Match	\$ 325,510.63	82,705.00	36,282.22	\$ 206,523.41	63.45%
<b>Total Operating Budget</b>		<b>\$ 50,749,979.60</b>	<b>\$ 1,643,404.02</b>	<b>\$ 12,932,053.10</b>	<b>\$ 36,174,522.48</b>	<b>71.28%</b>
99970000	Local Debt Service	\$ 1,187,584.61	-	251,385.22	\$ 936,199.39	78.83%
99970200	Minor Capital Improvements	\$ 683,247.00	-	-	\$ 683,247.00	100.00%
<b>Total Capital Budget</b>		<b>\$ 1,870,831.61</b>	<b>\$ -</b>	<b>\$ 251,385.22</b>	<b>\$ 1,619,446.39</b>	<b>86.56%</b>
<b>Grand Total</b>		<b>\$ 52,620,811.21</b>	<b>\$ 1,643,404.02</b>	<b>\$ 13,183,438.32</b>	<b>\$ 37,793,968.87</b>	<b>71.82%</b>

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

## **Community & Mental Health Resource Guide**

(\*This is not and all-inclusive list. Call your insurance carrier to check coverage and ask about other providers)

<b>Name/Agency</b>	<b>Number</b>	<b>Location</b>	<b>Specialty</b>
A.I. DuPont Hospital Behavioral Health	(302)651-4000	Wilmington	Children, general, psych evaluations
Adult Protective Services	1-800-223-9074	Statewide	Hotline for suspected abuse and neglect of adults
Aquila	302-856-9746	Georgetown	Substance Abuse Adolescents
Abor Counseling Center	302-856-5054	Georgetown	Mental Health
Advanced Therapy Group	302-645-0155	Lewes	Mental Health
Balles-Rowe, Tony	302-645-0633	Lewes	Trauma, Child, Adult Mental Health
Bridge Counseling	(302)856-9190	Georgetown	General Practice
Counseling Works, Helen McColl	302-856-6454	Georgetown	Trauma, Mental Health
Catholic Charities	(302)856-9578	Georgetown	General Practice- Children & Families
CRISIS Hotline / MRSS (Delaware Children)	800-969-4357	Lewes	Immediate assistance for children experiencing mental health emergency, text DE 741741
Children & Families First	(302)856-2388	Georgetown	Counseling, Parenting Classes, Resources
Center for Neurology	(302)678-8100	Dover	Psych eval- autism, Asperger's, others
Contact Lifeline Crisis Helpline (sexual assault)	800-292-9800	National	Sexual assault crisis line
Corey Consultation Services	(302)644-4606	Milton	Counseling, Prescribing Nurse Practitioner, Adults&Children
Courageous Hearts LLC	302-593-1378	Lincoln	Outpatient therapy- Equine therapy
Child Advocacy Center (CAC)	(302)854-0323	Georgetown	Abuse interview- ref. by police, DFS
Day Break Counseling Center (Faith Based)	302-422-7021	Milford	Mental Health
Delaware 211	2-1-1 or 1800-560-3372	Statewide	Community resource specialist

Division of Public Health	866-408-1899	Statewide	Community information, resources, assistance
Delaware Housing Assistance Program	1888-363-8808	Lewes	Housing assistance
Delaware Housing Alliance	1833-346-3233	Statewide	Emergency shelter
Delaware Victim Services	800-VICTIM-1	Statewide	Victim Center that addresses needs of crime victims and survivors of sudden death
Dept. of Services for Children, Youth, and their Families(DFS)	800-292-9582	Statewide	Hotline for suspected abuse and neglect- Children
Domestic Violence Hotline	302-422-8058 English, 302-745-9874 Spanish	Statewide	Information, resources, assistance for survivors of Domestic Violence
Division of Prevention and Behavior Health Service	(302)633-257 or 1800-722-7710	Georgetown	Child mental health
Dover Behavior Health Services	(302)741-0140 or 1-855-609-9711	Dover	Partial hospitalization, inpatient psychiatric services
Delaware Psychological Services	(302)703-6332	Lewes	Counseling services
Delaware Guidance Services	(302)645-5338	Lewes, Dover	Mental and Behavioral health services
Food Bank- Milford	(302)424-3301	Lewes,Dover	Provides food and long-term hunger solutions
Goldstein, Dr. Barry	(302) 734-4130	Georgetown	Psychiatric Services
Jewish Family Services	(302)478-9411	Lewes	Mental Health
Journey to Wellness Mental Health Assoc- DE (MHA)	(302)249-0147	Wilmington	Support for students experiencing trauma
Kent&Sussex Detox Center	(302)856-5236	Ellendale	Adult Detox
La Esperanza	(302)855-1233	Georgetown	Bilingual victim services
La Red- Bilingual	(302)855-1233	Georgetown	Medical/Mental Health
Lisa Williams	(302)387-9174	Dover	Bilingual mental health services
Mind and Body Consortium	(302)424-1322	Milford	Counseling services
Mind Mechanix	(302)503-5142	Milford	Counseling services
Meadow Wood Behavioral Health Hospital	(855) 453-8257	New Castle	Inpatient and partial hospitalization for adolescents 12-17 y/o



Mental Health Assoc of DE	(302)654-6833 or 1-800-287-6243	Statewide	Mental health education, support, advocacy
Milestones Consultants	(302)990-2414	Dover	Mental health support, therapy- Trauma, Individual, Family
Messina, Suzanne LPCMH	302-497-0253	Milton	Trauma/Mental Health
Mobile Crisis (Adult Services)	800-345-6785	Statewide	Provides recovery support services and crisis stabilization services
National Center for Missing/Exploited Children	800-THELOST(843-5678)	National	Call for suspected missing children
National Suicide Prevention Lifeline	1-800-273-8255	National	24/7 confidential support for prevention and crisis resources
National Alliance on Mental Health (NAMI) Delaware	1800-950-NAMI(6264) or TEXT "NAMI" to 741741	Georgetown	Mental health support
NAMI Helpline	800-950-6264	National	Mental health support
New Directions Consulting Group, LLC	(302)253-8836 or (302)674-5200	Georgetown	Behavior health practice, youth, families
New Beginnings	(302)645-5338 Sussex & (302)678-3020	Milford	Social/mental health needs. Counseling services
Odessa House	(302)378-5238	Middletown	Residential program- girls ages 13-17y/o
People's Place Agency	(302)422-8033	Milford	Counseling services
People's Place Girls Home	(302)424-3580	Milford	Group Homes for Girls ages 13-17y/o
Parent Information Center	(302)856-9880	Georgetown	Parent training and family support
Partners in Health & Well-Being	(302)655-2627	Milton	Mental Health
Psychiatric Access	302-674-2265	Dover	Children- psychiatry
Rockford Center	(302)996-5480	New Castle	Inpatient Psychiatric Treatment and Partial Hospitalization
Rape, Incest, Abuse Hotline	800-656-HOPE(4673)	National	Sexual assault crisis line (National)
Silverlake/Middletown	(302)378-5238	Middletown	Residential Program - males age 13-17 y/o
SODAT	1-800-551-6464	Wilmington	Substance Abuse and Mental Illness Treatment
SOAR,Inc	(302)422-3811	Milford	Individual/Family -sexual abuse

Sun Behavioral Health	(302)604-5600	Georgetown	Outpatient and Inpatient program 13y/o and over
Tides Behavioral Health	(302)-703-2255	Lewes	Trauma/Mental Health/Anxiety
The Mind & Body Institute	(302)644-8438	Lewes	Psychiatry- Children& Adults
Terry Children's Center	(302)577-4270	New Castle	Residential program age 5-13



**Please direct inquiries to:**

John Marinucci, 302-678-2265

delawaresba@gmail.com

FOR IMMEDIATE RELEASE: **October 6, 2021**

## **Delaware School Boards Association Issues Statement**

DOVER, DE — Delaware School Boards Association (DSBA) Executive Director John Marinucci has released the following statement:

*“On September 29, 2021, the National School Boards Association issued a letter to President Biden seeking federal assistance regarding protests that have taken place at school board meetings across the country. The letter indicated that it was on behalf of the member state associations, school board members and local public school districts, however, the Delaware School Boards Association was not consulted prior to the release of this letter, nor do we agree with the letter. The comments and representations contained within the letter do not reflect the position of our organization.*

*More specifically, the September 29, 2021 letter likened the school board protests to “... a form of domestic terrorism and hate crimes.” The Delaware School Boards Association disagrees with this characterization of the protests and protestors. While we agree that order must be maintained and that the safety of board members, staff, families and community members must be top priority at school board meetings, at the same time, we believe that free speech and the ability of community members to address their locally elected school board members are essential to successful school board governance.*

*The bottom line is that the public education system in Delaware is established on the fundamental principle of local authority. The ability for parents and members of the local community to address their school board is a fundamental aspect of local authority. The Delaware School Boards Association asserts that having a large number of attendees exercising their right to speak to the board is a good thing.*

*We continue to provide guidance to Delaware school boards on how they can help ensure their meetings run smoothly, even when there are contentious issues on the agenda.”*

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National School Boards Association  
1680 Duke St. FL2, Alexandria, VA 22314-3493  
Phone: (703) 838.6722 • Fax: (703) 683.7590  
[www.nsba.org](http://www.nsba.org)

September 29, 2021

The Honorable Joseph R. Biden  
President of the United States  
The White House  
1600 Pennsylvania Avenue, NW  
Washington, DC 20500

*Re: Federal Assistance to Stop Threats and Acts of Violence Against Public Schoolchildren, Public School Board Members, and Other Public School District Officials and Educators*

Dear Mr. President:

America's public schools and its education leaders are under an immediate threat. The National School Boards Association (NSBA) respectfully asks for federal law enforcement and other assistance to deal with the growing number of threats of violence and acts of intimidation occurring across the nation. Local school board members want to hear from their communities on important issues and that must be at the forefront of good school board governance and promotion of free speech. However, there also must be safeguards in place to protect public schools and dedicated education leaders as they do their jobs.

NSBA believes immediate assistance is required to protect our students, school board members, and educators who are susceptible to acts of violence affecting interstate commerce because of threats to their districts, families, and personal safety. As our school boards continue coronavirus recovery operations within their respective districts, they are also persevering against other challenges that could impede this progress in a number of communities. Coupled with attacks against school board members and educators for approving policies for masks to protect the health and safety of students and school employees, many public school officials are also facing physical threats because of propaganda purporting the false inclusion of critical race theory within classroom instruction and curricula.<sup>1</sup> This propaganda continues despite the fact that critical race theory is not taught in public schools and remains a complex law school and graduate school subject well beyond the scope of a K-12 class.

On behalf of our state associations and the more than 90,000 school board members who govern our country's 14,000 local public school districts educating more than 50 million schoolchildren, NSBA appreciates your leadership to end the proliferation of COVID-19 in our communities and our school districts. We also appreciate recent discussions with White House and U.S. Department of Education staff on many critical issues facing public schools, including threats school officials are receiving.

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<sup>1</sup> The Armed Conflict Location & Event Data Project (ACLED), "Fact Sheet: Demonstrations over Critical Race Theory in the United States," July 14, 2021, [https://acleddata.com/acleddatanew/wp-content/uploads/2021/07/ACLED\\_Fact-Sheet\\_CRT-Demos\\_2021.pdf](https://acleddata.com/acleddatanew/wp-content/uploads/2021/07/ACLED_Fact-Sheet_CRT-Demos_2021.pdf).

In addition, we applaud your actions to restore resources to school districts that have not yet received their education stabilization funding through the Project SAFE (Supporting America's Families and Educators) grant program for coronavirus recovery efforts, including the use of face masks and other precautions to help prevent COVID-19 infections among students and educators. Now, we ask that the federal government investigate, intercept, and prevent the current threats and acts of violence against our public school officials through existing statutes, executive authority, interagency and intergovernmental task forces, and other extraordinary measures to ensure the safety of our children and educators, to protect interstate commerce, and to preserve public school infrastructure and campuses.

While local and state law enforcement agencies are working with public school officials in several communities to prevent further disruptions to educational services and school district operations, law enforcement officials in some jurisdictions need assistance – including help with monitoring the threat levels. As these threats and acts of violence have become more prevalent – during public school board meetings, via documented threats transmitted through the U.S. Postal Service, through social media and other online platforms, and around personal properties – NSBA respectfully asks that a joint collaboration among federal law enforcement agencies, state and local law enforcement, and with public school officials be undertaken to focus on these threats.<sup>2</sup> NSBA specifically solicits the expertise and resources of the U.S. Department of Justice, Federal Bureau of Investigation (FBI), U.S. Department of Homeland Security, U.S. Secret Service, and its National Threat Assessment Center<sup>3</sup> regarding the level of risk to public schoolchildren, educators, board members, and facilities/campuses. We also request the assistance of the U.S. Postal Inspection Service to intervene against threatening letters and cyberbullying attacks that have been transmitted to students, school board members, district administrators, and other educators.

As these acts of malice, violence, and threats against public school officials have increased, the classification of these heinous actions could be the equivalent to a form of domestic terrorism and hate crimes. As such, NSBA requests a joint expedited review by the U.S. Departments of Justice, Education, and Homeland Security, along with the appropriate training, coordination, investigations, and enforcement mechanisms from the FBI, including any technical assistance necessary from, and state and local coordination with, its National Security Branch and Counterterrorism Division, as well as any other federal agency with relevant jurisdictional authority and oversight. Additionally, NSBA requests that such review examine appropriate enforceable actions against these crimes and acts of violence under the Gun-Free School Zones Act, the PATRIOT Act in regards to domestic terrorism, the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act, the Violent Interference with Federally Protected Rights statute, the Conspiracy Against Rights statute, an Executive Order to enforce all applicable federal laws for the

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<sup>2</sup> The Herald Editorial Board, *HeraldNet*, “Editorial: Mob’s actions at school board meeting unacceptable,” September 1, 2021, <https://www.heraldnet.com/opinion/editorial-mobs-actions-at-school-board-meeting-unacceptable/>.

<sup>3</sup> U.S. Secret Service, National Threat Assessment Center, “Averting Targeted School Violence,” March 2021, <https://www.secretservice.gov/sites/default/files/reports/2021-03/USSS%20Averting%20Targeted%20School%20Violence.2021.03.pdf>.



protection of students and public school district personnel, and any related measure. As the threats grow and news of extremist hate organizations showing up at school board meetings is being reported, this is a critical time for a proactive approach to deal with this difficult issue.

These threats or actual acts of violence against our school districts are impacting the delivery of educational services to students and families, as many districts receive federal funds and subsidies for services to millions of students with disabilities, health screenings and supplemental supports for disadvantaged students, child nutrition, broadband connectivity, educator development, school safety activities, career and technical education, and more. School board meetings have been disrupted in California<sup>4</sup>, Florida<sup>5</sup>, Georgia<sup>6</sup>, and other states<sup>7</sup> because of local directives for mask coverings to protect students and educators from COVID-19.

An individual was arrested in Illinois for aggravated battery and disorderly conduct during a school board meeting.<sup>8</sup> During two separate school board meetings in Michigan<sup>9</sup>, an individual yelled a Nazi salute in protest to masking requirements, and another individual prompted the board to call a recess because of opposition to critical race theory.

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<sup>4</sup> Elizabeth Marie Himchak, *Poway News Chieftain/ Rancho Bernardo News Journal*, "Protesters disrupt Poway Unified board meeting, cause its adjournment," September 9, 2021, <https://www.sandiegouniontribune.com/pomerado-news/news/schools/story/2021-09-09/protesters-disrupt-poway-unified-board-meeting-force-its-ag>.

<sup>5</sup> Ryan McKinnon, *Sarasota Herald-Tribune*, "Sarasota school board may limit public input after some meetings get disorderly," September 20, 2021, <https://www.heraldtribune.com/story/news/education/2021/09/20/sarasota-school-board-may-limit-public-input-after-meetings-gone-wild/8417784002/>.

<sup>6</sup> Alia Malik, *The Atlanta Journal-Constitution*, "Anti-mask crowd disrupts Gwinnett school board meeting," May 21, 2021, <https://www.ajc.com/news/anti-mask-crowd-disrupts-gwinnett-school-board-meeting/IYO7R6GHJ5DTLEFCQHER7V3GBA/>

<sup>7</sup> Julie Wootton-Greener, *Las Vegas Review-Journal*, "School board meeting turns contentious over COVID-19 policies," August 12, 2021, <https://www.reviewjournal.com/local/education/school-board-meeting-turns-contentious-over-covid-19-policies-2418652/>.

WAVY.com, "Norfolk school officials, police monitoring threats made toward Norview schools," September 21, 2021, <https://www.wavy.com/news/local-news/norfolk/norfolk-school-officials-police-monitoring-threats-made-toward-norview-schools/>.

WBTV-Charlotte, "Gov. Roy Cooper addresses 'threats, bullying, intimidation' at school board meetings over mask requirements," September 21, 2021, <https://www.wbvtv.com/2021/09/21/gov-roy-cooper-address-fight-against-covid-19-north-carolina/>.

<sup>8</sup> WGEM, "Mendon man arrested following disruption at Unity School board meeting," September 2, 2021, <https://wgem.com/2021/09/02/mendon-man-arrested-following-disruption-at-unity-school-board-meeting/>.

<sup>9</sup> Steve Neavling, *Detroit Metro Times*, "Nazi salute, insults hurled at chaotic Birmingham schools meeting over mask mandate," August 19, 2021, <https://www.metrotimes.com/news-hits/archives/2021/08/19/nazi-salute-insults-hurled-at-ruckus-birmingham-schools-meeting-over-mask-mandate>.

Kalie Marantette, *WLNS.com*, "Grand Ledge school board goes into recess due to public 'disruption,'" June 16, 2021, <https://www.wlns.com/news/grand-ledge-school-board-goes-into-recess-due-to-public-disruption/>.

In New Jersey<sup>10</sup>, Ohio<sup>11</sup>, and other states<sup>12</sup>, anti-mask proponents are inciting chaos during board meetings. In Virginia<sup>13</sup>, an individual was arrested, another man was ticketed for trespassing, and a third person was hurt during a school board meeting discussion distinguishing current curricula from critical race theory and regarding equity issues. In other states including Washington<sup>14</sup>, Texas<sup>15</sup>, Wisconsin<sup>16</sup>, Wyoming<sup>17</sup>, and Tennessee<sup>18</sup>, school boards have been confronted by angry mobs and forced to end meetings abruptly. A resident in Alabama, who proclaimed himself as “vaccine police,” has called school administrators while filming himself on Facebook Live.<sup>19</sup>

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<sup>10</sup> Joe Strupp, *Asbury Park Press*, “NJ mask mandate for students sparks school board disruption, suspends meeting,” August 26, 2021, <https://www.app.com/story/news/education/in-our-schools/2021/08/26/nj-school-mask-mandate-sparks-disruption-boe/5585283001/>.

<sup>11</sup> Maia Belay, Fox8, “Sheriff deputies called to tense Nordon Hills school board meeting due to mask policy,” August 31, 2021, <https://fox8.com/news/sheriff-deputies-called-to-tense-nordon-hills-school-board-meeting-due-to-mask-policy/>.

<sup>12</sup> Pete Bannon, *The Delaware County Daily Times*, “Mask protest brings police to Garnet Valley School Board meeting,” August 25, 2021, Updated August 26, 2021, <https://www.delcotimes.com/2021/08/25/mask-protest-brings-cops-to-garnet-valley-school-board-meeting/>.

Brenley Goertzen, Salon.com, “Anti-mask mob swarms school board meeting,” August 12, 2021, <https://www.salon.com/2021/08/12/anti-mask-mob-swarm-school-board-meeting/>.

<sup>13</sup> Drew Wilder, Jackie Bensen, Andrea Swalec and NBC4 Washington Staff, NBCWashington.com, “‘The Meeting Has Degenerated’: 1 Arrest, 1 Injury at Loudoun Schools Meeting on Equity,” June 22, 2021, Updated June 23, 2021, <https://www.nbcwashington.com/news/local/northern-virginia/loudoun-school-board-transgender-student-policy-race-equity/2708185/>.

Adele Uphaus, *The Free Lance-Star*, “Unruly crowd causes Spotsylvania School Board meeting to adjourn after 13 minutes,” August 24, 2021, [https://fredericksburg.com/news/local/unruly-crowd-causes-spotsylvania-school-board-meeting-to-adjourn-after-13-minutes/article\\_1d39b83c-fa43-5626-acca-4e2768a811de.html](https://fredericksburg.com/news/local/unruly-crowd-causes-spotsylvania-school-board-meeting-to-adjourn-after-13-minutes/article_1d39b83c-fa43-5626-acca-4e2768a811de.html).

<sup>14</sup> Emily Gilbert, *Whidbey News Times*, “Oak Harbor school board clears the room after audience shouts disrupt meeting,” August 13, 2021, <https://www.whidbeynewstimes.com/news/oak-harbor-school-board-clears-the-room-after-audience-shouts-disrupt-meeting/>.

<sup>15</sup> Talia Richman and Brayden Garcia, *The Dallas Morning News*, “‘Critical race theory’ roils Fort Worth school board meeting as Texas braces for continued fight,” June 22, 2021, <https://www.dallasnews.com/news/education/2021/06/22/critical-race-theory-roils-fort-worth-school-board-meeting-as-texas-braces-for-continued-fight/>.

<sup>16</sup> WBAY news staff and Jason Zimmerman, WBAY.com, “Oshkosh School Board meeting postponed after protesters disrupt it, argument breaks out,” August 25, 2021, Updated August 26, 2021, <https://www.wbay.com/2021/08/25/oshkosh-school-board-meeting-called-off-after-protesters-enter-board-members-walk-out/>.

<sup>17</sup> Margaret Austin, Wyoming Tribune Eagle via Wyoming News Exchange, *Pinedale Roundup*, “School board meeting over COVID stopped after disruption,” August 4, 2021, <https://pinedaleroundup.com/article/school-board-meeting-over-covid-stopped-after-disruption>.

<sup>18</sup> Jackie Delpilar, WZTV Nashville, “Anti-mask protesters show lack of empathy at recent Middle Tennessee school meetings,” September 12, 2021, <https://fox17.com/news/local/anti-mask-protesters-show-lack-of-empathy-at-recent-middle-tennessee-school-meetings>.

<sup>19</sup> Aubrey Bailey, WHNT.com, “‘If you give one more shot, you yourself will be executed’ Alabama man tells Missouri pharmacists,” August 24, 2021, <https://whnt.com/news/alabama-news/if-you-give-one-more-shot-you-yourself-will-be-executed-alabama-man-tells-missouri-pharmacists/>.

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Other groups are posting watchlists against school boards and spreading misinformation that boards are adopting critical race theory curriculum and working to maintain online learning by haphazardly attributing it to COVID-19.<sup>20</sup>

In Ohio, an individual mailed a letter to a school board member labeling the return address on the envelope from a local neighborhood association and then enclosing threatening hate mail from another entity.<sup>21</sup> This correspondence states that, “We are coming after you and all the members on the ... BoE [Board of Education].” This hate mail continues by stating, “You are forcing them to wear mask—for no reason in this world other than control. And for that you will pay dearly.” Among other incendiaries, this same threat also calls the school board member a “filthy traitor,” implies loss of pension funds, and labels the school board as Marxist. Earlier this month, a student in Tennessee was mocked during a board meeting for advocating masks in schools after testifying that his grandmother, who was an educator, died because of COVID-19.<sup>22</sup> These threats and acts of violence are affecting our nation’s democracy at the very foundational levels, causing school board members – many who are not paid – to resign immediately and/or discontinue their service after their respective terms.<sup>23</sup> Further, this increasing violence is a clear and present danger to civic participation, in which other citizens who have been contemplating service as either an elected or appointed school board member have reconsidered their decision.

NSBA believes public discussions and transparency by local school board members are important for the safe and effective operations of schools.<sup>24</sup> It is vital that public discourses be encouraged in a safe and open environment, in which varying viewpoints can be offered in a peaceful manner. Our children are watching the examples of the current debates and we must encourage a positive dialogue even with different opinions. However, with such acute threats and actions that are disruptive to our students’ well-being, to the safety of public school officials and personnel, and to interstate commerce, we urge the federal government’s intervention against individuals or hate groups who are targeting our schools and educators.

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<sup>20</sup> Nick Surgery, *Documented*, “TPUSA launches project targeting school board members,” August 20, 2021, <https://substack.documented.net/p/tpusa-school-board-watchlist>

<sup>21</sup> Lindsey Mills, WBNS, “‘Disturbing’: Worthington school board member receives threats for masks in schools,” September 21, 2021, <https://www.10tv.com/article/news/local/worthington-school-board-member-receives-threats-for-masks-in-schools/530-f3c04240-76b4-456b-aad9-8555397b5427>.

<sup>22</sup> Kim Bellware, *The Washington Post*, “Student mocked at school board meeting after sharing that his grandmother died of covid-19,” September 10, 2021, [https://www.washingtonpost.com/nation/2021/09/10/grady-knox-tennessee/?utm\\_campaign=wp\\_main&utm\\_medium=social&utm\\_source=facebook&fbclid=IwAR29rIKzLY0tz4p0yB5VJDk\\_n\\_olj5AJp6oiEvzJC1oRAYsMMMOPb8EvjY](https://www.washingtonpost.com/nation/2021/09/10/grady-knox-tennessee/?utm_campaign=wp_main&utm_medium=social&utm_source=facebook&fbclid=IwAR29rIKzLY0tz4p0yB5VJDk_n_olj5AJp6oiEvzJC1oRAYsMMMOPb8EvjY).

<sup>23</sup> Andy Humbles, *The Nashville Tennessean*, “Jon White resigns as Wilson County School Board member,” September 8, 2021, <https://www.tennessean.com/story/news/local/wilson/2021/09/08/jon-white-resigns-wilson-county-school-board-member/5750949001/>.

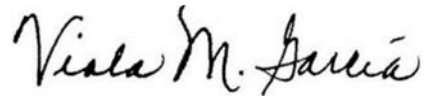
Terri Pederson, *The Daily Citizen*, “Beaver Dam school board member resigns citing safety concerns for family,” September 20, 2021, Updated September 21, 2021, [https://www.wiscnews.com/bdc/news/local/education/beaver-dam-school-board-member-resigns-citing-safety-concerns-for-family/article\\_066fc86c-4356-5a00-9940-187e02eb7340.html](https://www.wiscnews.com/bdc/news/local/education/beaver-dam-school-board-member-resigns-citing-safety-concerns-for-family/article_066fc86c-4356-5a00-9940-187e02eb7340.html).

<sup>24</sup> National School Boards Association and AASA, The School Superintendents Association, “NSBA, AASA Issue Joint Statement Calling for End to Threats and Violence Around Safe School Opening Decisions,” September 22, 2021, <https://www.nsba.org/News/2021/end-threats-violence-joint-statement>.

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NSBA is committed to working with you and your Administration as a partner to address this crisis affecting America's public schools, and greatly appreciates your prompt attention to our requests. We stand ready to work with you.

Respectfully,

Handwritten signature of Viola M. Garcia in black ink.

Viola M. Garcia, EdD  
President

Handwritten signature of Chip Slaven in black ink.

Chip Slaven, Esq.  
Interim Executive Director & CEO

**DIPLOMA REQUIREMENTS**

Graduates are required to earn:

1. Minimum graduation credit requirements – 24 credits\*
2. English – 4 credits of required courses
3. Social Studies – 3 credits of required courses. Students must earn a United States History credit as one of their Social Studies credits.
4. Mathematics – 4 credits of required courses. One of the four credits must be in the student's senior year. Students must earn an Algebra II credit or Integrated Math III credit as one of their math credits, and complete Mathematics coursework that includes no less than the equivalent of the traditional requirements of Geometry, Algebra I and Algebra II.
5. Science – 3 credits of required courses. Students must earn a Biology credit as one of their science credits.
6. Physical Education – 1 credit of required courses
7. Health Education – 1/2 credit of required courses
8. World Language – 2 credits
9. Career Pathway – 3 credits
10. Electives – 3.5 credits

*\*Options for awarding credit, modifications for transfer students and Diploma of Alternate Achievement Standards are included within Delaware Code Title 14, Regulation 505 High School Graduation Requirements and Diplomas*

**Minimum Enrollment:** Students must attend high school (grades 9-12) at least four full school years. During the senior year, students shall maintain a credit load each semester that earns the student at least a majority of credits that could be taken that semester. A student who transfers to Milford High School during their senior year must be enrolled throughout the end of the school year and meet the district's attendance requirements to be eligible for a high school diploma or alternate certificate. Any exceptions must be approved by the Superintendent or designee.

**Course/Schedule Changes:** Students are required to take a challenging Program of Study. Schedule changes may only be requested for academic and career choice reasons.

MILFORD SCHOOL DISTRICT  
Milford, Delaware 19963

POLICY

6307

**HONORS DUAL ENROLLMENT**

The goal of the Milford School District's Honors/AP/Dual Enrollment Program is to provide an opportunity for enrichment and advancement to all students providing them with the highest academic challenge available in the Milford School District. The process begins at the end of fifth grade. All students will be evaluated on a yearly basis for placement in the Honors/AP/Dual Enrollment program. Selection will be based upon various data gathered throughout the year.

**Selection:** Qualified students need to meet all established requirements for acceptance into one or more of the Honors/AP/Dual Enrollment courses. Academic Challenge (AC) students may qualify for Honors content area(s) in which they are not enrolled in at Delaware Tech. Criteria for acceptance into an Honors/AP/Dual Enrollment course includes, but is not limited to, state assessments results, district assessments scores, grades, and content specific placement test scores.

**Program Requirements:** Student performance is reviewed on an annual basis. Students enrolled in AP courses are required to complete the coursework and any designated seminars. Students must also take the corresponding AP exams to receive a weighted grade. Students who meet the program requirements for financial aid may be eligible for assistance with the cost of the AP exam(s). All Honors, AP, and Dual Enrollment courses at the High School level will be weighted for their GPA.

***Description of different academic levels:***

- **Honors Courses:** *Honors courses are first offered in grade 6 for ELA and Math and in grade 8 for Science and Social Studies, with additional Honors courses offered throughout High School. These courses move at an accelerated pace and often have more outside reading and homework requirements.*
- **Advanced Placement (AP):** *Advanced Placement courses prepare students for college work and are equivalent to freshman courses at a university. These courses teach students to think more deeply about complex college concepts. Successful completion of the course offers students the opportunity to sit for the Advanced Placement exam for college credits. Most exams are worth 3 college credits but can count for up to 8 college credits. While the acceptance of these scores varies from school to school, all colleges consider strength of schedule in the admissions process. AP courses help distinguish a student in this process. Students who take AP courses are required to take the exam to receive the weighted credit for the course in their cumulative GPA. ~~Tests are in May and financial aid is available for those who qualify.~~*

- **Dual Enrollment:** *Dual Enrollment courses are college courses taught by Milford High School faculty. MHS faculty act as adjunct professor and teach the college course during the school day. Students taking Dual Enrollment courses earn high school and college credit at the same time. Students receive a transcript from the partnering college once credit is earned.*

ADOPTED:

MILFORD SCHOOL DISTRICT  
Milford, Delaware 19963

POLICY

4215

**WORK RULES FOR NON-CERTIFIED PERSONNEL**

The Milford School District has certain rules of behavior and conduct at work. Employees shall adhere to acceptable standards of conduct, follow the instructions and policies of management, observe standards of proper health and safety practices, and maintain acceptable performance levels. This policy shall apply to all non-certified and non-unionized employees who do not have an employee contract. These at-will employees may be disciplined, up to and including termination, without notice or process. Such discipline may include a reprimand, warning, suspension or termination, in the sole discretion of the employee's supervisor in consultation with Human Resources.

ADOPTED: 5/18/87

AMENDED:



MILFORD SCHOOL DISTRICT  
Milford, Delaware 19963

POLICY

4215

**WORK RULES FOR NON-CERTIFIED PERSONNEL**

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~~Corrective action, including immediate suspension without pay and termination, may be taken for a violation of any of the offenses listed below or any similar offenses. This list makes no attempt to cover all situations and should be considered only as a guide.~~

**DISCIPLINARY ACTION**

~~R – REPRIMAND – The principal/supervisor shall inform the employee of the rule that has been violated. The employee shall be allowed to respond. Are there extenuating circumstances that justify the behavior? What does he/she plan to do to correct his/her behavior? If the employee does not propose an adequate solution, then the principal/supervisor should direct an adequate solution. A record of the reprimand, signed by the employee, shall be placed in the personnel file. The record shall include the violation, date, location and outcome of the interview with the employee. The employee may write a response.~~

~~W – WARNING LETTER – The employee is advised of the violation and then given the opportunity of responding. Principal/supervisor writes a warning letter stating the violation, any acknowledgment by the employee, date, location, and outcome of the interview with the employee. Employee acknowledges receipt by signature and may write a response. The warning shall be placed in the personnel file.~~

~~S – SUSPENSION WITHOUT PAY – by the superintendent or designee to a maximum of~~

~~five (5) days. In certain circumstances, the superintendent may suspend without pay for more than five (5) days pending Board or court action. Prior to a suspension without pay, a conference between the employee, the principal/supervisor and the superintendent or designee to discuss the charges and to allow the employee to respond to the charges will be held. The superintendent or designee shall develop a record of his/her findings. Employee acknowledges receipt by signature and may write a response. The record shall be placed in the personnel file.~~

~~The following is provided as a guideline only: Offenses are cumulative. If chronic pattern exists, move to the next highest discipline action. Egregious violations may result in further discipline. Unless otherwise provided by contract or collective bargaining agreement, all employees are at will, and as such, progressive discipline is not required prior to termination. The below is not intended to modify the at will nature of employment.~~

		OFFENSE			
		1	2	3	4
1.	<b>Attendance</b> a. <del>Being absent without properly notifying your supervisor</del>  b. <del>Work those days and times as required</del> <del>1. Absences, excessive without a statement from a physician.</del> <del>2. Tardiness, groups of 3.</del> c. <del>Leaving work without permission.</del>	R  R  R R	W  W  W W	S  S  S S	T  T  T T
2.	<b>Abuse, Physical</b> a. <del>Unnecessary physical abuse resulting in no injury</del> b. <del>Unnecessary physical abuse resulting in injury.</del>	S,T T	S,T   	   	   
3.	<b>Alcohol/Drugs</b> , including counterfeit drugs and paraphernalia: a. <del>Selling, supplying or transferring</del> b. <del>Possession</del> c. <del>Consumption</del> d. <del>Under the influence of</del>	  T T T S,T	    	    	    
4.	<b>Assault</b> a. <del>Violence against person</del> b. <del>Offensive touching</del>	S,T S,T	T T	  	  
5.	<b>Confidential Information</b> <del>unauthorized disclosure of confidential information.</del>	W S,T	S,T	T	
6.	<b>Criminal Conviction</b> a. <del>Be convicted of a felony or other serious crime.</del> b. <del>Be convicted of a misdemeanor.</del>	T S	 T	  	  
7.	<b>Dating Students</b> attending Milford School District	T			
8.	<b>Destruction of Property</b> <del>deliberately curtailing or hampering operations by willfully or negligently misusing, destroying, or damaging any district or state property, records or information.</del>	T			
9.	<b>False, malicious</b> , unfounded or highly irresponsible statements about students, parents, staff, supervisors or the school district.	W	S	T	

		OFFENSE			
		1	2	3	4
10	<b>Falsifying Records</b> — falsification, exaggeration or concealment of material facts in any official document, including employment application; or the withholding of material facts in connection with matters under investigation.	T			
11	<b>Fighting</b> — provoking or instigating a fight.	T			
12	<b>Gambling</b> — on school district property	T			
13	<b>Incompetency</b> — failure to carry out assigned work or instruction in reasonable time; lack of ability or fitness to discharge required duty.	R	W	S	T
14	<b>Insubordination</b> — failure to follow a clear and reasonable order, request, or directive, including but not limited to, board policy, superintendent's regulations or school rules.	S	T		
15	<b>Job Performance</b> — Unsatisfactory— failure to meet minimum standards	W	S	T	
16	<b>Neglect of Duty</b> — failure to carry out or discharge prescribed duties; failure to do a thing that is required to be done; absence of care or attention in doing or omitting to do a certain act; and a designed or intentional refusal or unwillingness to perform one's duties.	S	T		
17	<b>Receipt of Information</b> — failure to acknowledge receipt of information by signature when requested.	R	W	S	T
18	<b>Conduct</b> — persistent and/or obvious ridicule, public embarrassment, harassment or unfair dealings	R	W	S	T
19	<b>Reports</b> — make reports as required which are accurate, legible and on time.	R	W	S	T
20	<b>Safety</b> — failure to observe safety rules or practices, or causing injury to another by violating a rule or practice.	W	S	T	
21	<b>Security</b> — failure to take reasonable steps to insure the security of property.	R	W	S	T
22	<b>Sexual Relations or Behavior</b> — — a. — Sexual relations with students — b. — Exhibition of lewd, obscene or suggestive gestures or materials	T S,T	T		

		OFFENSE			
		1	2	3	4
<del>_____c._____ Advocating deviant sexual behavior to students</del>		<del>S,T</del>	<del>T</del>		
<del>_____d._____ Sexual harassment</del>		<del>T</del>			
23	<del>Student Discipline Procedures</del> – implement procedures as required.	R	W	S	T
24	<del>Theft</del> – of district, staff, student, or the public's property.	T			
25	<del>Threatening physical</del> harm to another	S	T		
26	<del>Unauthorized use</del> of school district property	W	S	T	
27	<del>Weapons</del> – possession of firearms, knives, explosives or other deadly weapons.	T			
R – Reprimand W – Warning S – Suspension T – Termination					

ADOPTED: 5/18/87

AMENDED: 5/16/11

**MILFORD SCHOOL DISTRICT DRIVER MINIMUM DUTIES DISCIPLINE**

Bus drivers and aides are at-will employees and may be disciplined, up to and including termination, without notice, or process. Such discipline may include reprimand, warning, suspension or termination, in the sole discretion of the employee's supervisor in consultation with Human Resources.

OFFENSE			1	2	3	4
1.	Poor rapport with students	(y)	R	R	W	A/S4
2.	Unable to maintain student discipline	(y)	R	W	A/S1	A/T
3.	Inappropriate communication or insolence with MSD staff*	(y)	W	A/S1	A/S3	A/T
4.	Inappropriate contact with public/parents*	(y)	W	A/S1	A/S3	A/T
5.	Failure to complete reports completely or in a timely manner	(y)	R	W	W	A/S
6.	Suspension of student from bus without administrative authorization*	(y)	W	A/S1	A/S3	A/T
7.	Carrying unauthorized passengers	(y)	W	W	A/S3	A/T
8.	Failure to follow a consistent route schedule	(y)	W	W	A/S1	A/S3
9.	Failure to follow MSD Bus Discipline System	(y)	W	W	W	A/S
10.	Failure to Perform Pre/Post Trip Checks	(e)	W	W	W	A/S
-B-	Resulting in child left on bus*	(e)	A/S5	A/T	--	--
11.	Improper loading and unloading practices*	(e)	W	A/S3	A/T	--
12.	Failure to secure loaded bus properly*	(e)	W	W	A/S	A/T
13.	Failure to follow proper bus fueling procedures	(e)	W	W	A/S3	A/T
14.	Fueling bus with students on board*	(e)	A/S3	A/S5	A/T	--
15.	Railroad Crossing Procedure Violations*	(e)	A/S1	A/S3	A/S5	A/T
16.	Sexual contact w/student(s)	(e)	A/T/P	--	--	--
17.	Sexual Misconduct*	(e)	A/T/P	A/T/P	--	--
18.	Drug or Alcohol Violations	(e)	A/T/P	--	--	--
19.	Confirmed Moving Violations of Traffic Laws*	(e)	W	W	A/S3	A/T
20.	Confirmed Violations of Criminal Laws	(e)	A/T/P	--	--	--

\* If Administrative Review confirms a more severe violation, the offense may be handled at a higher level of consequences.

KEY	
R	Verbal Reprimand
W	Written Reprimand
A	Administrative Review
S	Suspension Without Pay (minimum # of days listed)
T	Termination
T/P	Termination with Possible Police Involvement
C	Cumulative (Year to Year)
Y	One Year (from date of each incident)

ADOPTED: 5/24/99  
AMENDED: 10/24/11; 6/22/15

DELETE

MILFORD SCHOOL DISTRICT

Milford, Delaware 19963

POLICY

4302 (b)

**LOCAL SALARY SUPPLEMENT: TECHNOLOGY ASSISTANTS**

<u>YEARS</u> <u>EXPERIENCE</u>	<u>12</u> <u>MONTH</u>
0	8,059
1	8,159
2	8,259
3	8,360
4	8,461
5	8,559
6	8,660
7	8,762
8	8,858
9	8,960
10	9,060
11	9,161
12	9,263
13	9,361
14	9,463
15	9,565
16	9,565
17	9,565
18	9,565
19	9,565
20	9,731
21	9,731
22	9,731
23	9,731
24	9,731
25	9,989
26	9,989
27	9,989
28	9,989
29	9,989
30	9,989

Salary supplement for additional network training:

Tech Asst — A+	2000
Tech Asst — CNA	2000
Tech Asst — Network+	2000
Bachelor's Degree	1800

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



ADOPTED: 7/1/97; 7/1/99; 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

DELETE

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	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

DRAFT

MILFORD SCHOOL DISTRICT  
Milford, Delaware 19963

POLICY

4303(b)

**LOCAL SALARY SUPPLEMENT: CHIEF CUSTODIAN  
TWELVE-MONTH EMPLOYEES**

<u>EXPERIENCE</u>	<u>CHIEF CUSTODIAN</u>
0	9,842
1	9,972
2	10,067
3	10,131
4	10,196
5	10,293
6	10,388
7	10,484
8	10,580
9	10,644
10	10,741
11	10,838
12	10,902
13	11,030
14	11,061
15	11,125
16	11,254
17	11,318
18	11,446
19	11,511
20	11,575
21	11,639
22	11,704
23	11,768
24	11,832
25	11,896
26	11,960
27	12,024
28	12,088
29	12,152
30	12,281

Potential Performance Stipends Based Upon Evaluation

Chief Custodians Elementary	300
Chief Custodians Middle School/High School	750

ADOPTED: 1/23/89; 10/23/89; 2/25/91; 6/21/93; 7/1/97; 7/1/99; 7/1/00;

7/1/01; 11/24/03; 5/24/04; 5/23/05; 5/22/06; 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; 7/1/21

DRAFT

MILFORD SCHOOL DISTRICT  
Milford, Delaware 19963

POLICY

4304

**LOCAL SALARY SUPPLEMENT: FOOD SERVICE MANAGER**

<u>YEARS OF EXPERIENCE</u>	<u>LOCAL</u>
0	5,574
1	5,665
2	5,752
3	5,837
4	5,926
5	6,012
6	6,100
7	6,188
8	6,274
9	6,363
10	6,450
11	6,536
12	6,625
13	6,712
14	6,799
15	6,889
16	6,889
17	6,889
18	6,889
19	6,889
20	7,032
21	7,032
22	7,032
23	7,032
24	7,032
25	7,171
26	7,171
27	7,171
28	7,171
29	7,171
30	7,171

ADOPTED: 11/10/75; 8/22/77; 6/19/78; 8/20/79; 8/18/80; 6/21/82; 8/20/84; 8/19/85;  
8/25/86; 1/23/89; 10/23/89; 2/25/91; 6/21/93; 7/1/97; 7/1/99; 7/1/00; 7/1/01;  
11/24/03; 5/24/04; 5/23/05; 5/22/06; 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

MILFORD SCHOOL DISTRICT  
Milford, Delaware 19963  
POLICY

4323(a)

**LOCAL SALARY SUPPLEMENT: CAFETERIA WORKERS**

YEARS EXPERIENCE	LOCAL
0	2.22
1	2.24
2	2.25
3	2.27
4	2.30
5	2.33
6	2.34
7	2.38
8	2.39
9	2.40
10	2.41
11	2.43
12	2.45
13	2.49
14	2.50
15	2.51
16	2.51
17	2.51
18	2.51
19	2.51
20	2.60
21	2.60
22	2.60
23	2.60
24	2.60
25	2.66
26	2.66
27	2.66
28	2.66
29	2.66
30	2.66

High School and Middle School Assistants: additional \$ .75 per hour

Elementary School Lead Workers: additional \$ .25 per hour

Completion of the four (4) prescribed Food Services Training Program Units sponsored by the Department of Public Instruction: **Additional thirty (\$ .30) cents per hour.**

Completion of six (6) prescribed Food Services Training Program Units sponsored by the Department of Public Instruction: **Additional five (\$ .15) cents per hour.**

Effective January 1, 2015:

Completion of two (2) prescribed Food Services Training Program Units sponsored by the Department of Public Instruction: **Additional thirty (\$ .30) cents per hour.**

Completion of four (4) prescribed Food Services Training Program Units sponsored by the Department of Public Instruction: **Additional five (\$ .15) cents per hour.**

ADOPTED: 1/19/81; 6/21/82; 8/20/84; 8/19/85; 8/25/86; 1/23/89; 10/23/89; 2/25/91; 6/21/93;  
7/1/97; 7/1/99; 7/1/01; 11/24/03; 5/24/04; 5/23/05; 5/22/06; 5/21/07; 6/30/08

REVISED: 3/22/10; 6/20/11; 9/24/12; 07/08/13; 12/15/14, 10/19/15, 7/1/16, 7/1/18

MILFORD SCHOOL DISTRICT  
Milford, Delaware 19963

POLICY

4328

**SALARY SCHEDULE: BUS DRIVER/BUS AIDE ON DISTRICT OWNED BUSES**

The hourly rate paid to bus drivers employed by the district to drive district owned buses is as follows:

Years Exp	Driver	Aide
0	16.71	13.66
1	16.90	13.95
2	17.12	14.28
3	17.33	14.59
4	17.55	14.90
5	17.77	15.18
6	17.99	15.51
7	18.21	15.81
8	18.45	16.12
9	18.66	16.42
10	18.90	16.74
11	19.17	17.05
12	19.39	17.35
13	19.64	17.66
14	19.89	17.98
15	20.13	18.28
16	20.42	18.58
17	20.66	18.89
18	20.94	19.21
19	21.19	19.51
20	21.47	19.83
21	21.77	20.13
22	22.02	20.47
23	22.35	20.75
24	22.35	20.75
25	22.35	20.75
26	22.35	20.75
27	22.35	20.75
28	22.35	20.75
29	22.35	20.75
30	22.35	20.75

ADOPTED: 12/15/86; 10/23/89; 2/25/91; 6/21/93; 7/1/97; 7/1/99; 8/23/99; 8/21/00;  
7/1/01; 7/22/02; 8/25/03; 10/27/03; 5/24/04; 5/23/05; 6/20/05; 7/6/09

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



MILFORD SCHOOL DISTRICT  
Milford, Delaware 19963

POLICY

4309C

**GAME ATTENDANT STIPENDS**

The following payments shall be made for game attendants for all sporting contests. Each payment is per contest.

Game Attendant	\$40.00
Football Game Manager	\$80.00
Nurses	\$35 per event State approved hourly rate.

ADOPTED: 11/24/03; 12/22/03; 6/28/04; 12/12/05; 5/21/07; 6/30/08  
REVISED: 7/12/10; 2/25/13; 11/25/13;

MILFORD SCHOOL DISTRICT  
Milford, Delaware 19963

POLICY

4309C

**LIMITED CONTRACTS FOR PERSONAL SERVICES-GAME ATTENDANTS**

In addition to the Limited Contracts enumerated in Policy 4309D, the following payments shall be made for game attendants.

**Football**

Scoreboard Operator \$40.00 per event date  
Ticket Taker \$10.00 per quarter  
Ticket Seller \$10.00 per quarter  
Gate Keeper \$30.00 per event date  
Announcer \$30.00 per event date

**Soccer**

Scoreboard Operator \$40.00 per event date  
Ticket Taker \$30.00 per event date  
Ticket Seller \$30.00 per event date  
Announcer \$20.00 per event date

**Field Hockey**

Timer/Scoreboard Operator \$40.00 per event date  
Basketball  
Scoreboard Operator \$40.00 per event date  
Ticket Taker \$30.00 per event date  
Ticket Seller \$30.00 per event date  
Scorebook \$40.00 per event date

**Wrestling**

Scoreboard Operator \$40.00 per event date  
Ticket Taker \$30.00 per event date  
Ticket Seller \$30.00 per event date  
Scorebook \$40.00 per event date  
Lacrosse

**Scoreboard Operator \$40.00 per event date**

Track  
Scoreboard Operator \$40.00 per event date  
Timer \$40.00 per event date  
Event Monitors \$20.00 per event date

**Volleyball**

Scoreboard Operator \$40.00 per event date  
Ticket Taker \$30.00 per event date  
Ticket Seller \$30.00 per event date

Game Manager \$40.00 per event date  
Trainers are compensated at \$20 per hour  
Nurses are compensated at \$35 per event

ADOPTED: 11/24/03; 12/22/03; 6/28/04; 12/12/05; 5/21/07; 6/30/08  
REVISED: 7/12/10; 2/25/13; 11/25/13