

HOME *of the* BUCCANEERS

906 Lakeview Avenue Milford, DE 19963

Phone: (302) 422-1600

**AGENDA FOR MONDAY, MAY 16, 2022 AT 6:00 PM
REGULAR SCHOOL BOARD MEETING**

The Milford Board of Education will hold this meeting electronically and in-person in the Milford High School Auditorium.

Public may access this electronic meeting at the following link:

<https://milford.webex.com/milford/j.php?MTID=me3940832db38cd1ad61408d2824b0909>

Event password: board

Event Number: 2621 215 4043

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

Dial in: +1-415-655-0001

Access code: 262 121 54043

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 April 25, 2022 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

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

7. Personnel – Dr. Jason Peel

A. Personnel Action Item

- B. Teachers of the Year
- C. Pilot Delaware Teaching Growth and Support System (DTGSS)
 - 1. MSD-DDOE MOU: Agreement to participate in the Pilot of the Delaware Teacher Growth and Support System (DTGSS) Action Item
 - 2. MSD-MEA MOU: Agreement to participate in the Pilot of the Delaware Teacher Growth and Support System (DTGSS) Action Item

8. Changes to Agenda

9. Public Comment

10. Superintendent's Report

- A. Milford High School Auditorium Naming Request Discussion
- B. Recognitions
- C. Upcoming Events
- D. City Proposals
- E. SRO Contract
- F. Recommendation of District Strategic Planning Services Action Item

11. Business – Dr. Sara Croce

- A. Monthly Revenue and Expenditure Reports as of April 30, 2022 Action Item
- B. Preliminary Tax Rate Discussion

12. Buildings and Grounds – Mr. Mike Sharp

- A. Recommendation of Architectural Engineering Services for the MMS Project Action Item
- B. Recommendation of HVAC Installation Services for Phase 1 of MHS HVAC Project Action Item

13. Instruction and Student Programs – Dr. Bridget Amory

- A. Standards Based Report Card
- B. Summer Programming Update

14. Equity and Support Services – Dr. Brittany Hazzard

- A. Equity and Beyond
- B. Restorative Practices

15. Student Services – Ms. Laura Manges

- A. MSD Special Olympics Event

16. Board Discussion

- A. DSBA Updates
- B. Recommended Revised Draft Board Policies for Action
 - 1. Revised Board Policy 5110 Eighth Grade High School Interscholastic Athletics Participation Action Item
- C. Recommended Deletion of Board Policies for Action
 - 1. Delete Board Policy 4206 Staff Conflict of Interest Action Item
 - 2. Delete Board Policy 4208 Parent Conferences Action Item
 - 3. Delete Board Policy 4212 Certification: Milford Education Association Action Item
- D. Introduction of Recommended Draft Revisions of Board Policies
 - 1. Revised Board Policy 4220 Smoke Free – Read Only

17. Adjournment Action Item



MILFORD SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR BOARD MEETING
APRIL 25, 2022

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

The Regular Meeting of the Milford Board of Education was called to order by President Mr. Miller at 6:00 PM on Monday evening, April 25, 2022.

PLEDGE OF ALLEGIANCE

APPROVAL OF MINUTES

MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MR. THOMPSON to approve the Regular Meeting Minutes for March 21, 2022, with corrections. **Motion passed unanimously.**

ADJOURNMENT TO EXECUTIVE SESSION

MOTION MADE BY MR. THOMPSON/SECONDED BY MRS. WYLIE to adjourn into Executive Session at 6:03 PM. **Motion passed unanimously.**

RETURN TO OPEN SESSION

MOTION MADE BY MR. VEZMAR/SECONDED BY MRS. WYLIE to adjourn Executive Session at 7:35 PM. **Motion passed unanimously.**

PERSONNEL – Dr. Peel

Personnel Report

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

CHANGES TO AGENDA

Dr. Dickerson requested the following agenda items be removed:

- #7 Senator Wilson Tribute to MHS Wrestling Head Coach Don Parsley
- #11A Recognitions
- #17D2 Board Policy 5419 Tobacco & Vaping Products
- #17D3 Board Policy 4220 Smoke Free School
- #17D4 Board Policy 4223 Overtime & Compensatory Time

Dr. Dickerson read a statement regarding a former employee within the school district.

PUBLIC COMMENT

None

SUPERINTENDENT'S REPORT

Upcoming Events

- Mispillion Art League's 2022 Annual Student Art Show will exhibit work of students from Milford School District from April 26th through May 7th. Dr. Dickerson thanked the Mispillion Art League's continued partnership and support of our students and schools.

- Milford High School will host a Job Fair for the community on Wednesday, May 4th from 3:00 pm – 5:30 pm.
- Mispillion Elementary School's Spring Chorus Concert will be held on Thursday, May 5th in the MHS Auditorium. 1st and 2nd graders will perform at 5:30 pm and 3rd and 4th grades will perform at 6:30 pm in the MHS Auditorium.
- The Lulu Ross Elementary Carnival will be held on Saturday, May 7th.

Facility Naming Request

The board received a facility naming request for the MHS Auditorium. The request will be discussed during the May 16th board meeting.

BUSINESS – Dr. Croce

Revenue and Expenditure Report

MOTION MADE BY MR. THOMPSON/SECONDED BY MR. VEZMAR to approve the Revenue and Expenditure Reports as of March 31, 2022. **Motion passed unanimously.**

DDOE Financial Position Report

MOTION MADE BY MR. VEZMAR/SECONDED BY DR. BROWNSTEIN to approve the DDOE Financial Position Report as of March 31, 2022. **Motion passed unanimously.**

INSTRUCTION AND STUDENT BASED PROGRAMS – Dr. Bridget Amory

Standards Based Report Card

Dr. Amory presented information regarding elementary schools transitioning to a standards-based report card. Dr. Brownstein expressed concern that once student(s) meet the standard there is nothing to keep the students motivated to exceed the standard, and that this focuses on meeting expectations not excellence. Ms. Wylie expressed concerns regarding this type of reporting and whether parents would support. Mr. Baltazar-Lopez expressed concern on making sure clear and transparent communication is available to everyone especially the MLL community.

Multilingual Learners (MLL)

To ensure alignment with recent state and national decisions, English Language Learners (EL) are now referred to as Multilingual Learners (MLL).

Recommended Approval of Out-of-State Field Trips

MOTION MADE BY MR. VEZMAR/SECONDED BY MR. THOMPSON to approve out-of-state field trips as presented. **Motion passed unanimously.**

STUDENT SERVICES – Dr. Brian Clarke

Summer Programming

Dr. Clarke reported on summer programming across the district's schools.

SCHOOL CLIMATE – Dr. Brittany Hazzard and Dr. Jason Peel

Bullying

Dr. Peel and Dr. Hazzard presented information on school bullying. Mr. Baltazar-Lopez recommended reporting bullying incident data on the district website.

BUILDINGS AND GROUNDS – Mr. Sharp

Recommendation of Vendor for Turf Installation on Secondary Schools Stadium Fields

MOTION MADE BY MR. THOMPSON/SECONDED BY MRS. WYLIE to approve the Vendor for Turf Installation on Secondary Schools Stadium Fields to be awarded to Sprinturf for the value of \$799,050. **Motion passed unanimously.**

BOARD DISCUSSION

DSBA Updates

Mr. Fitzgerald reported that there is no information to share from the Executive and Legislative Committees.

REVISED DRAFT BOARD POLICIES FOR ACTION

Revised Board Policy 1011 Spectator Conduct at Athletic Events

MOTION MADE BY MR. THOMPSON/SECONDED BY MR. VEZMAR to approve revised Board Policy 1011 Spectator Conduct at Athletic Events. **Motion passed unanimously.**

Revised Board Policy 1001 Media and Community Relations

MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MRS. WYLIE to approve revised Board Policy 1001 Media and Community Relations. **Motion passed unanimously.**

Revised Board Policy 1003 Visits to School

MOTION MADE BY DR. BROWNSTEIN/SECONDED BY MRS. WYLIE to approve revised Board Policy 1003 Visits to School. **Motion passed unanimously.**

Revised Board Policy 1005 Advertising in Schools

MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MR. THOMPSON to approve revised Board Policy 1005 Advertising in Schools. **Motion passed unanimously.**

Revised Board Policy 4308 Salary Schedule: Substitutes

MOTION MADE BY DR. BROWNSTEIN/SECONDED BY MRS. WYLIE to approve revised Board Policy 4308 Salary Schedule: Substitutes. **Motion passed unanimously.**

Revised Board Policy 4326 Salary Schedule: Hourly Rates

MOTION MADE BY MR. THOMPSON/SECONDED BY DR. BROWNSTEIN to approve revised Board Policy 4326 Salary Schedule: Hourly Rates. **Motion passed unanimously.**

Revised Board Policy 5103 Milford School District Fundraising

MOTION MADE BY DR. BROWNSTEIN/SECONDED BY MR. VEZMAR to approve revised Board Policy 5103 Milford School District Fundraising. **Motion passed unanimously.**

RECOMMENDED DELETION OF BOARD POLICIES FOR ACTION

Delete Board Policy 1004 Soliciting Money from Students

MOTION MADE BY MR. VEZMAR/SECONDED BY MRS. WYLIE to delete Board Policy 1004 Soliciting Money from Students. **Motion passed unanimously.**

Delete Board Policy 1006 Pupil and Personnel Name Lists

MOTION MADE BY MRS. WYLIE/SECONDED BY DR. BROWNSTEIN to delete Board Policy 1006 Pupil and Personnel Name Lists. **Motion passed unanimously.**

Delete Board Policy 1010 Delaware Early Defibrillation Program

MOTION MADE BY MR. THOMPSON/SECONDED BY MR. BALTAZAR-LOPEZ to delete Board Policy 1010 Delaware Early Defibrillation Program. **Motion passed unanimously.**

RECOMMENDED DRAFT REVISIONS OF BOARD POLICIES FOR READ ONLY

- Board Policy 5110 Eighth Grade High School Interscholastic Athletics Participation – Dr. Dickerson presented the revised draft policy with the revision of removing pilot from the policy.

RECOMMENDED DELETION OF BOARD POLICIES FOR READ ONLY

- Delete Board Policy 4206 Staff Conflict of Interests – Dr. Croce presented the policy with a

recommendation to delete the policy.

- Delete Board Policy 4208 Parent Conferences – Dr. Amory presented the policy with a recommendation to delete the policy.
- Delete Board Policy 4212 Certification: Milford Education Association – Dr, Croce presented the policy with a recommendation to delete the policy. This information is now included within each bargaining agreement.

ADJOURNMENT

MOTION MADE BY MR. BALTAZAR-LOPEZ SECONDED BY MR. VEZMAR that the Regular Meeting of the Milford Board of Education held on Monday, April 25, 2022, adjourn @ 8:42 PM. **Motion passed unanimously.**

Kevin Dickerson, Executive Secretary

Theresa Blocker, Recording Secretary



DANIELLE ROACH

MORRIS EARLY CHILDHOOD CENTER





RITA FROST

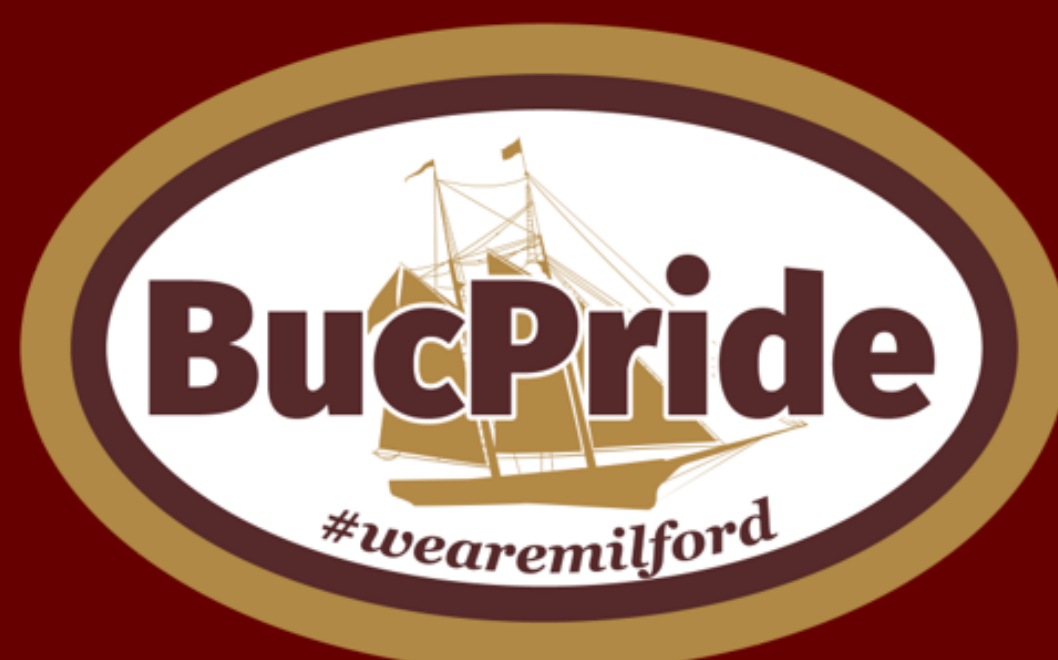
BENJAMIN BANNEKER ELEMENTARY





KATHY HERD

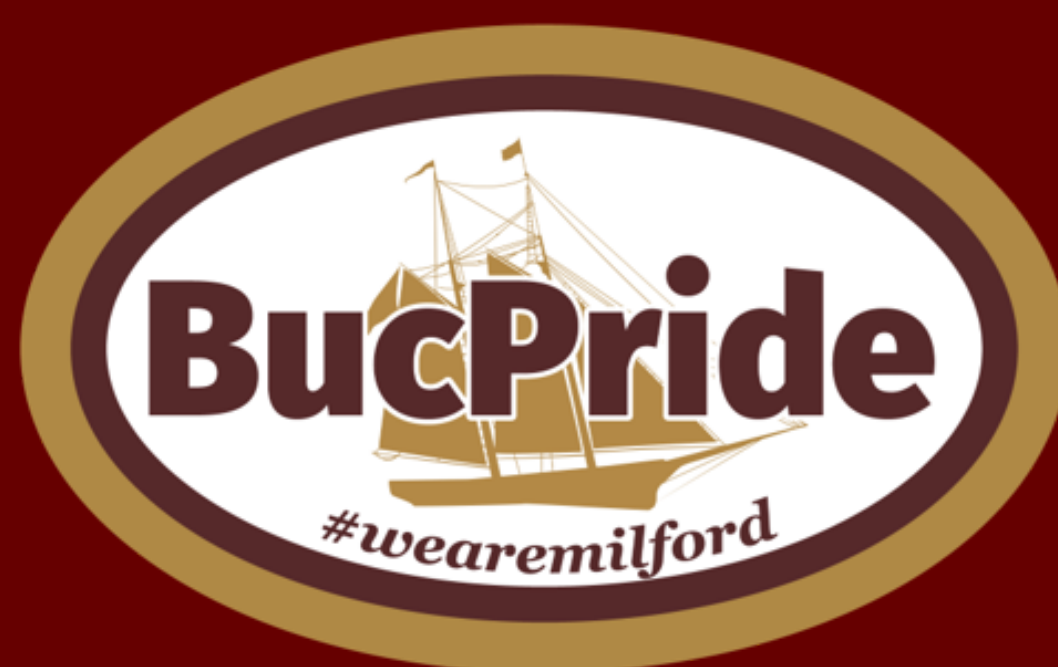
MISPILLION ELEMENTARY





MARCY MCKEE

MILFORD CENTRAL ACADEMY





NICK JEFFERSON

MILFORD HIGH SCHOOL

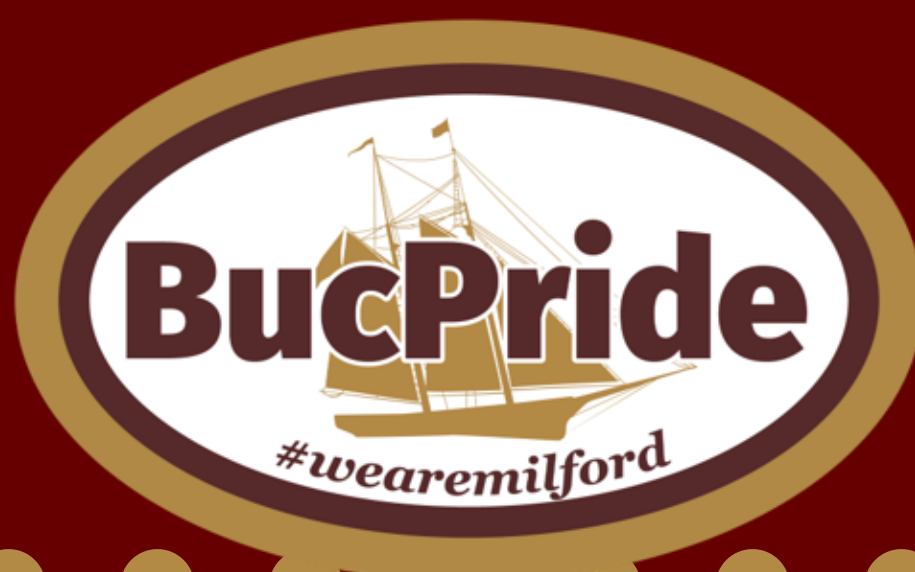




ASHLEY LOCKWOOD

LULU ROSS

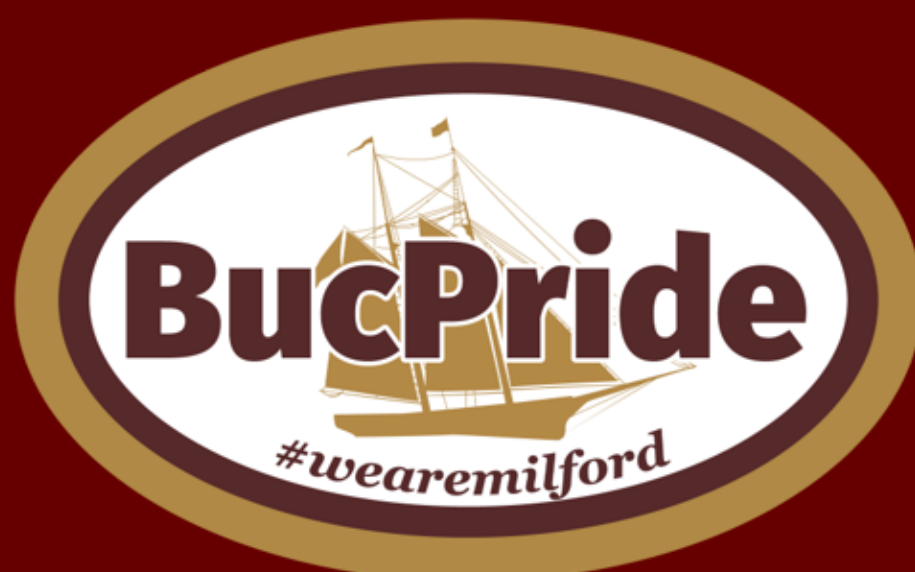
MILFORD SCHOOL DISTRICT TEACHER OF THE
YEAR





ROSA DIPIAZZA

BEHAVIORAL HEALTH PROFESSIONAL OF THE
YEAR





**MILFORD SCHOOL DISTRICT
FACILITIES NAMING APPROVAL FORM
NOMINATION FORM TO NAME A FACILITY**

Request for Functional, Administrative, Honorific, or Commemorative Naming

Date of Request March 31, 2022

Name of Nominator Paula Bragg, MHS c/o 1995

Facility, Space or Program Current Name (if any) Milford High School Auditorium

Proposed Name Buccaneer Theatre (dedicated "In Memory of Dr. Gerald W. Thompson") *See below for another idea See attached Location MHS

Rationale for Proposed Name See attached

Proposed name cont'd: We are open to other options that might incorporate his name. ex: Dr. Gerald W. Thompson Center for the Performing Arts

For Office Use Only

Superintendent's Office

Date Received APRIL 4, 2022

Board Approval Date _____

A Commemorative Naming of a facility must obtain the permission of the Board (Policy 3107)

Approvals

Board President _____ Date: _____

Superintendent _____ Date: _____

Chief Financial Officer _____ Date: _____

Milford School District Policy 3107 states Board approval is required for the naming of all facilities

**MILFORD SCHOOL DISTRICT
FACILITIES NAMING APPROVAL FORM
NOMINATION FORM TO NAME A FACILITY**

I. Submitted by:

Name (please print) Paula Bragg
Mailing Address 1216 S. Curley St. Baltimore, MD 21224
Phone Number 410-960-2218
Email Address pjbragg@gmail.com
Signature *Paula J. Bragg*
Date March 31, 2022

II. PERMISSION: If you are nominating a facility to be named after a person, please provide contact information for the nominee and/or nominee's family:

Name (please print) Colleen A. Thompson
Mailing Address 907 Pecan Ave. Milford, DE 19963
Phone Number 302-422-6842 | 302-745-5570
Email Address ca_thom@comcast.net
Relationship Spouse

III. All submissions must be in writing on this form, with supplemental materials, and include an essay that includes the following information:

- ❖ Biographical or historical data
- ❖ Description of the significant contribution(s) or historical significance
- ❖ An impact statement explaining why a facility school should be named for this individual, group, place, or geographical area

IV. If you are nominating an individual or group, you must submit five letters of recommendation from non-relatives residing within MSD boundaries to support your nomination

V. Supplemental materials to accompany the nomination form can include but not be limited to:

- ❖ In-depth biographical or historical information
- ❖ News clippings/photos
- ❖ Other printed resources that would assist the committee for making a decision

To submit nomination forms, letters or recommendation, essay and/or supplemental materials please send by mail to:
Administrative Assistant – Superintendent
Office of the Superintendent
Milford School District
906 Lakeview Avenue
Milford, DE 19963

Or by email to: info@msd.k12.de.us

Questions may be directed to the Office of the Superintendent at 302-424-8817



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

Upcoming Events (May-June):

MHS	CTE Awards Ceremony – Thursday, May 19 at 6:00pm at Briggs Stadium
MHS	Prom will be Saturday, May 21 at Delaware State Fairgrounds
MHS	NHS Cord Ceremony for High School Seniors will be held Monday, May 23 at 6pm in the MHS Auditorium
MHS	Senior Class Picnic will be held at MHS Athletic Fields on Thursday, May 26th starting at 12:00pm
MHS	Senior Awards Ceremony will be held at MHS Briggs Stadium on Thursday, May 26th at 6:00pm
MHS	Senior Cruise will be held Tuesday, May 31. Seniors are expecting to depart MHS at 6:30. The route will be published on social media and websites.
MHS	Graduation for MHS Seniors will be held at Briggs Stadium on Thursday, June 2nd at 6:15pm.
Misp.	Mispyllion Elementary Spring Band Concert will be held Monday, June 6th at 6:30pm in the Misp. Gym
Bann	Banneker 5th Grade Band Concert will be held Tuesday, June 7th at 6:30pm in the Banneker gymnasium
Morris	Kindergarten celebrations will be Thursday, June 9th and Friday, June 10th
MCA	8th Grade Graduation will be Friday, June 10 at 9am in the MCA Gymnasium
Elem	5th Grade Promotion Ceremonies will be held Monday, June 13th. Ross will be held at 8:15 Banneker will be held at 9:15 Mispyllion will be held at 10:15
District	The last student day will be Tuesday, June 14th.
District	End of year event for district staff will be held in the MHS Auditorium on Friday, June 17th at 8am.

**CITY MILFORD POLICE DEPARTMENT/MILFORD SCHOOL DISTRICT
SCHOOL RESOURCE OFFICER/CROSSING GUARD MOU
AGREEMENT**

This Agreement is made, this ____ day of _____ 2022 , by and between the SCHOOL DISTRICT OF MILFORD (hereinafter School District”) and the CITY OF MILFORD POLICE DEPARTMENT (hereinafter "Police Department") as follows:

WITNESSETH:

WHEREAS, the Police Department agrees to provide the School District a School Resources Officer (SRO) Program in the School District; and

WHEREAS, the Police Department agrees to provide School Crossing Guards within the City; and

WHEREAS, the School District and the Police Department desire to set forth in this Agreement the specific terms and conditions of the services to be performed and provided by the SROs in the School District;

NOW, THEREFORE, THE PARTIES MUTUALLY AGREE AS FOLLOWS:

1. Cost of the SRO Program.

The cost of the SRO Program shall be paid by the parties as set forth herein. It is agreed that the Milford School District will remit to the City of Milford \$86,500 per assigned officer per school year to support Milford Schools each year for two years. (Refer to Terms of Agreement.) If assigned officers leave employment and not replaced, or are deployed elsewhere for a portion of the school year, the cost will be on a pro rata basis, based on the percentage of the school year served.

2. Cost of the School Crossing Guards

The cost of the School Crossing Guard Program shall be paid by the parties as set forth herein. It is agreed that the Milford School District will remit to the City of Milford \$10,000 per school year to support crossing guards within the City for Milford Schools each year for two years. (Refer to Terms of Agreement.)

3. Employment of School Resource Officers/School Crossing Guards.

- A. The SROs and crossing guards shall be employees of the Police Department and shall be subject to the administration, supervision and control of the Police Department.
- B. The SROs and crossing guards shall be subject to all personnel policies and practices of the Police Department except as such policies or practices may be modified by the terms and conditions of this Agreement.
- C. The Police Department, in its sole discretion, shall have the power and authority to hire, discharge, and discipline SROs and crossing guards

- D. A joint committee composed of representatives of the Police Department and the School District shall make recommendations for the SRO and crossing guard positions to the Chief of Police who shall assign such personnel. If a principal is dissatisfied with any appointed employee who has been assigned to that principal's school, then that principal may request to the Superintendent that a new employees be assigned. The Superintendent will then consult with the Chief of Police to discuss the request.
- E. The Police Department will provide at least one but no more than three (3) SRO's to the School District.

4. Assignment of School Resource Officer.

The Milford Police Department agrees to provide School Resource Officers to the Milford School District to be assigned throughout the district based on need and as Police personnel are available to be assigned.

5. Duty Hours.

- A. Whenever possible, it is the intent of the parties that the SROs and crossing guards' duty hours shall conform to the school day.
- B. It is understood and agreed that time spent by SROs attending municipal court, juvenile court, and/or criminal cases arising from and/or out of their employment as an SRO shall be considered as hours worked under this Agreement.
- C. In the event of an emergency, SROs may be ordered by the Police Department to leave their school during normal duty hours as described above and to perform other services for the Police Department
- D. In the event an SRO is absent from work, the SRO shall notify his or her supervisor in the Police Department and the principal of the school to which the SRO is assigned. Remaining SRO's in the School District will provide coverage as needed to the school.
- E. It is recognized that SROs may complete other assigned duty during the school day that are unrelated to the School District.

6. Term of Agreement.

The initial term of this Agreement is two (2) years commencing on the 1st day of July 2022 and ending on the 30th day of June 2024. Following the initial two-year term, this agreement shall be automatically renewed for successive one-year periods unless either party requests termination or modification of this agreement. Any such request shall be made in writing with a minimum of six months' notice. If both parties agree, amendments may be made to the agreement in writing.

7. Duties of School Resource Officers.

The SRO's duties will include, but not be limited to, the following:

- A. To be an extension of the principal's office for assignments consistent with this Agreement.

- B. To be a visible, active law enforcement figure on campus dealing with law enforcement matters and school code violations originating on the assigned campus.
- C. To act as the designee of the campus administrator in maintaining the physical plant of the assigned campus to provide a safe environment as to law enforcement matters and school code violations. This includes building(s), grounds, parking lot(s), lockers and other public school property.
- D. To provide a classroom resource for law education using approved materials.
- E. To be a resource for students which will enable them to be associated with a law enforcement figure in the students' environment.
- F. To be a resource for teachers, parents and students for conferences on an individual basis dealing with individual problems or questions, particularly in the area of substance control.
- G. To make appearances before site councils, parent groups, and other groups associated with the campus and as a speaker on a variety of requested topics, particularly drug and alcohol abuse.
- H. To document activities of all SROs on and off campus and as a compiler of a monthly report to be provided to the Police Department.
- I. The SRO will be involved in school discipline, when it pertains to preventing a potential disruption that would, if ignored, place students, faculty and staff at risk of harm, the SRO will resolve the problem to preserve the school climate.
- J. IN ALL OTHER CASES, disciplining students is a School District responsibility, and the SRO will take students who violate the code of conduct to the principal where school discipline can be meted out.
- K. It will be the responsibility of the SRO to report all crimes originating on campus. Information on cases that are worked off-campus by the Police Department or other agencies involving students on a campus served by an SRO will be provided to the SRO, but the SRO will not normally be actively involved in off- campus investigation(s).
- L. The SRO will coordinate his/her actions with the administrator for law enforcement cases.
- M. All local law enforcement and state agencies requesting to conduct formal police interviews, interrogations, and arrests of any student should be referred to the campus SRO.
- N. The SRO will be familiar with helpful community agencies, such as mental health clinics, drug treatment centers, etc., that offer assistance to dependency- and delinquency-prone youths and their families. Referrals will be made when necessary.
- O. The SRO and the principal will develop plans and strategies to prevent and/or minimize dangerous situations which might result in student unrest.
- P. The SRO will coordinate all of his/her activities with the principal and staff members

concerned and will seek permission, guidance, and advice prior to enacting any programs within the school.

Q. The SRO may be asked to provide community wide crime prevention presentations that include, but are not limited to:

1. Drugs and the law - Adult and juvenile;
2. Alcohol and the law - Adult and juvenile;
3. Sexual assault prevention;
4. Safety programs - Adult and juvenile;
5. Assistance in other crime prevention programs as assigned.

R. The SROs will wear approved department uniform, formal business attire or business casual with appropriate logos and name badges depending on the time of school year, the type of school activity or program, and the requests of the school and/or police department. The Chief of Police and the principal shall jointly set expectations and resolve any disputes in this area.

8. The SROs will wear their department authorized duty weapons in accordance with department policy.
9. It is understood that at the end of the calendar school year, and until the start of the next school year, SRO's are assigned to the Community Policing Unit and will perform duties within the City of Milford under the direction of their Sergeant.

10. School Crossing Guard Duties

School crossing guards shall be deployed for 30 minutes during school arrival and 30 minutes during school dismissal.

11. Chain of Command.

- A. As employees of the Police Department, SROs will be subject to the chain of command of the Police Department.
- B. In the performance of their duties, SROs shall coordinate and communicate with the principal or the principals' designee of the school to which they are assigned.

12. Transporting Students.

- A. SROs shall not transport students in Police Department vehicles except:
 1. When the students are victims of a crime, under arrest, or some other emergency circumstances exist; and
 2. When students are suspended and/or sent home from school pursuant to school disciplinary actions, if the student's parent or guardian has refused or is unable to pick up the child within a reasonable time period and the student is disruptive/disorderly and his/her continued presence on campus is a threat to the safety and welfare of other students and school personnel. The SRO will require a member of the school staff to ride to the destination.
- B. Students shall not be transported to any location unless it is determined that the student's parent, guardian or custodian is at the destination to which the student is being transported. SROs shall not transport students in their personal vehicles.

C. SROs shall notify school personnel upon removing a student from campus.

13. Access to Education Records.

- A. School officials shall allow SROs to inspect and copy any public records maintained by the school to the extent allowed by law.
- B. If some information in a student's record is needed in an emergency to protect the health or safety of the student or other individuals, school officials may disclose to the SRO that information which is needed to respond to the emergency situation based on the seriousness of the threat to someone's health or safety; the need of the information to meet the emergency situation and the extent to which time is of the essence.
- C. If confidential student records information is needed by an SRO, but no emergency situation exists, the information may be released only as allowed by law.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed the day and year first written above.

By: _____
Arthur J. Campbell
Mayor
City of Milford

Attest: _____

By: _____
Kevin A. Dickerson, Ed.D.
Superintendent
Milford School District

Attest: _____

MILFORD SCHOOL DISTRICT
Fiscal Year 2022 Monthly Revenue Report
As of April 30, 2022
83% of the Fiscal Year completed

REVENUE SOURCE	Final FY 2022 Budget	Actual to date	% received
STATE FUNDS			
Formula Salaries	31,524,499.24	27,112,833.75	86.01%
Cafeteria Salaries	534,844.00	636,709.00	119.05%
Division II, All Other Costs	937,653.00	937,653.00	100.00%
Division II, All Other Costs - VOC	106,221.00	106,221.00	100.00%
Division II, Energy	810,530.00	810,530.00	100.00%
Division III, Equalization	5,900,596.00	5,900,596.00	100.00%
State Transportation	3,151,021.04	3,230,733.23	102.53%
Homeless Transportation	474,933.00	474,933.00	100.00%
Foster Care Transportation	27,561.00	65,561.00	237.88%
Transportation Supply	1,000.00	1,000.00	100.00%
Related Services Cash Option	94,688.00	92,154.37	97.32%
Drivers' Education	19,305.00	19,305.00	100.00%
Unique Alternatives	558,364.63	558,364.63	100.00%
Delaware Sustainment Fund	825,605.00	825,605.00	100.00%
Technology Block Grant	110,493.00	110,493.00	100.00%
Educator Accountability	3,548.64	3,548.64	100.00%
World Language Expansion	30,000.00	30,000.00	100.00%
Education Opportunity Grant	1,231,277.00	1,231,277.00	100.00%
Education Opportunity Grant - Mental Health	286,203.00	286,203.00	100.00%
Student Success Block Grant - Reading	330,148.00	330,148.00	100.00%
Dual Enrollment	-	3,641.21	
Minor Capital Improvements	409,948.00	409,948.00	100.00%
Major Capital Improvements	-	-	
TOTAL STATE FUNDS	47,368,438.55	43,177,457.83	91.15%
LOCAL FUNDS			
Current Expense (tax rate)	8,884,200.00	8,868,335.23	99.82%
Current Expense (capitations)	200.00	23.54	11.77%
Athletics	28,000.00	38,903.53	138.94%
Interest	-	-	
Building Rental	1,500.00	2,320.00	154.67%
Other Local Revenue	18,500.00	10,040.88	54.28%
Sol - Systems	1,500.00	-	0.00%
Energy Curtailment	15,000.00	-	0.00%
CSCR	15,000.00	27,862.20	185.75%
Indirect Costs	75,000.00	60,200.84	80.27%
Cafeteria	1,550,000.00	2,677,188.82	172.72%
Net Choice Billings	(168,613.38)	(168,613.37)	100.00%
Net Charter Billings	(146,389.20)	(146,389.21)	100.00%
Tuition Billings	(2,100,000.00)	(1,935,165.51)	92.15%
Social Studies Coalition/Donations	107,000.00	66,414.28	62.07%
Debt Service	1,250,000.00	1,261,971.29	100.96%
Debt Service - County Impact Fees	78,343.00	54,045.49	68.99%
Tuition	2,800,000.00	2,826,461.13	100.95%
Minor Capital Improvements	273,299.00	275,732.81	100.89%
E-Rate	-	96.00	
Education Opportunity Match	-	-	
Extra Time Local Match	-	-	
Reading and Match Specialist Match	-	-	
Technology Maintenance Match	-	-	
Major Capital Improvements	-	-	
TOTAL LOCAL FUNDS	12,682,539.42	13,919,427.95	109.75%
FEDERAL FUNDS			
IDEA Part B	1,167,712.00	1,167,712.00	100.00%
IDEA - Preschool	56,109.00	56,171.00	100.11%
Title I	2,014,619.00	2,014,619.00	100.00%
Title II	374,980.00	374,980.00	100.00%
Title III English Acquisition	69,643.00	69,643.00	100.00%
School Emergency Relief (ESSERF)	293,794.00	293,794.00	100.00%
Perkins	141,416.00	131,742.00	93.16%
TOTAL FEDERAL/OTHER FUNDS	4,118,273.00	4,108,661.00	99.77%
GRAND TOTAL ALL FUNDS	64,169,250.97	61,205,546.78	95.38%

Milford School District
Monthly Report of Expenditures
For the month ended April 30, 2022

Operating Unit	Budget Line	Final Budget			Budget	
		Amount	Encumbered	Expended	Remaining	% Remaining
9180668A	Benjamin Banneker Elementary School	\$ 60,102.00	7,006.82	20,034.83	\$ 33,060.35	55.01%
9180670A	Evelyn I. Morris Early Childhood Center	\$ 60,059.00	2,456.53	41,316.85	\$ 16,285.62	27.12%
9180672A	Lulu M. Ross Elementary School	\$ 80,278.00	3,938.68	42,011.72	\$ 34,327.60	42.76%
9180673A	Misphillion Elementary School	\$ 64,154.00	18,216.72	26,506.49	\$ 19,430.79	30.29%
9180675A	Milford Central Academy	\$ 131,136.00	9,112.20	91,595.53	\$ 30,428.27	23.20%
9180678A	Milford Senior High School	\$ 167,904.00	9,491.04	78,261.49	\$ 80,151.47	47.74%
99900000	Board Of Ed/District Expenses	\$ 9,000.00	-	6,650.00	\$ 2,350.00	26.11%
	School Resource Officer	\$ 165,000.00	4,100.50	135,038.47	\$ 25,861.03	15.67%
99900100	Legal Services, Audit and Insurance Premiums	\$ 180,000.00	22,126.36	43,119.52	\$ 114,754.12	63.75%
99900300	District Expenditures	\$ 35,000.00	13,105.01	10,725.49	\$ 11,169.50	31.91%
	Public Relations and Communication	\$ 45,000.00	-	35,187.00	\$ 9,813.00	21.81%
	Copy Center (District Wide)	\$ 98,500.00	13,638.52	78,463.13	\$ 6,398.35	6.50%
	Student Emergency Fund	\$ 4,000.00	-	-	\$ 4,000.00	100.00%
99910100	Superintendent	\$ 1,500.00	98.97	782.75	\$ 618.28	41.22%
99920000	World Language Immersion (State Grant)	\$ 30,000.00	-	1,010.77	\$ 28,989.23	96.63%
	Educator Accountability (State Grant)	\$ 3,548.64	-	2,500.00	\$ 1,048.64	29.55%
	Student Success Block Grant (Reading)	\$ 330,148.00	-	330,148.00	\$ -	0.00%
	Opportunity Grant Mental Health	\$ 286,203.00	-	51,867.62	\$ 234,335.38	81.88%
	Education Opportunity Grant	\$ 1,231,277.00	-	50,345.35	\$ 1,180,931.65	95.91%
	Summer School	\$ 30,000.00	-	-	\$ 30,000.00	100.00%
	Translators	\$ 20,000.00	-	1,799.74	\$ 18,200.26	91.00%
	Extra Time Programs	\$ 30,000.00	-	-	\$ 30,000.00	100.00%
	Curriculum and Instruction	\$ 246,000.00	-	54,656.11	\$ 191,343.89	77.78%
99920700	Athletics - High School	\$ 170,000.00	25,347.98	129,871.85	\$ 14,780.17	8.69%
	Athletics - Milford Central Academy	\$ 30,000.00	7,097.04	14,544.32	\$ 8,358.64	27.86%
99920800	Driver's Education	\$ 19,305.00	-	19,305.00	\$ -	0.00%
99930200	Tuition - Special Services	\$ 584,500.00	62,059.39	232,996.93	\$ 289,443.68	49.52%
	Tuition - Special Services - ILC	\$ 315,000.00	992.86	190,332.06	\$ 123,675.08	39.26%
	Unique Alternatives (State Funds)	\$ 558,364.63	148,070.75	404,275.81	\$ 6,018.07	1.91%
99930300	Special Services	\$ 49,000.00	153.19	31,290.26	\$ 17,556.55	35.83%
	Special Services - State Related Services	\$ 94,688.00	55,806.00	25,420.00	\$ 13,462.00	14.22%
99940100	Contingencies and One-Time Items	\$ 500,000.00	11,848.30	174,181.15	\$ 313,970.55	62.79%
99940200	Division I/Formula Salaries	\$ 31,524,499.24	-	26,647,034.69	\$ 4,877,464.55	15.47%
99940300	Division II - Vocational	\$ 106,221.00	-	6,684.77	\$ 99,536.23	93.71%
99940400	Division III/Local Salaries	\$ 11,350,000.00	-	9,247,850.35	\$ 2,102,149.65	18.52%
	Union agreed Limited Contracts	\$ 385,000.00	-	256,264.22	\$ 128,735.78	33.44%
99940500	Title I	\$ 2,014,619.00	124,968.03	510,083.26	\$ 1,379,567.71	68.48%
	Title II	\$ 374,980.00	-	-	\$ 374,980.00	100.00%
	Title III	\$ 69,643.00	-	4,912.97	\$ 64,730.03	92.95%
	IDEA Part B	\$ 1,167,712.00	-	-	\$ 1,167,712.00	100.00%
	IDEA Preschool	\$ 56,109.00	-	7,778.51	\$ 48,330.49	86.14%
	Perkins	\$ 141,416.00	1,394.32	2,834.95	\$ 137,186.73	97.01%
	Homeless	\$ -	-	-	\$ -	
	Other Federal Grants	\$ 293,794.00	57,262.00	55,825.00	\$ 180,707.00	
99940600	Insurance Expense	\$ 113,229.00	-	113,229.00	\$ -	0.00%
99940700	Social Studies Coalition/Donations	\$ 107,000.00	-	111,016.78	\$ (4,016.78)	-3.75%
99940810	Technology Equipment & Repair	\$ 272,800.00	33,239.87	157,240.28	\$ 82,319.85	30.18%
	Technology Block Grant	\$ 110,493.00	3,708.00	100,034.52	\$ 6,750.48	6.11%
99940900	Tuition Reimbursement - Administration	\$ 15,000.00	-	7,499.99	\$ 7,500.01	50.00%
	Tuition Reimbursement	\$ 70,000.00	-	35,000.00	\$ 35,000.00	50.00%
99950000	Personnel/Human Resources	\$ 10,000.00	98.97	8,851.93	\$ 1,049.10	10.49%
99960000	Child Nutrition Operations	\$ 1,448,135.00	136,013.63	2,226,177.96	\$ (914,056.59)	-63.12%
	Cafeteria Salaries	\$ 636,709.00	-	544,903.20	\$ 91,805.80	14.42%
99960100	Facilities Maintenance	\$ 90,000.00	558.51	48,595.64	\$ 40,845.85	45.38%
	Custodial Services and Supplies	\$ 90,000.00	-	57,929.56	\$ 32,070.44	35.63%
99960200	Operations and Utilities	\$ 306,500.00	40,760.17	239,932.14	\$ 25,807.69	8.42%
	Energy Division II	\$ 810,530.00	258,592.62	328,633.67	\$ 223,303.71	27.55%
99960300	State Transportation	\$ 3,151,021.04	592,870.86	2,575,703.24	\$ (17,553.06)	-0.56%
	State Homeless Transportation	\$ 474,933.00	141,626.25	328,032.45	\$ 5,274.30	1.11%
	State Foster Transportation	\$ 27,561.00	6,031.00	59,504.00	\$ (37,974.00)	-137.78%
	Transportation Supplies	\$ 1,000.00	-	-	\$ 1,000.00	100.00%
99960400	Transportation Internal Budget (Local)	\$ 23,000.00	1,365.17	4,856.31	\$ 16,778.52	72.95%
	Local Activities Transportation	\$ 3,000.00	-	-	\$ 3,000.00	100.00%
	Local Homeless Transportation Match	\$ 47,493.30	15,736.25	37,008.05	\$ (5,251.00)	-11.06%
	Local Transportation Match	\$ 314,688.78	65,874.53	290,466.33	\$ (41,652.08)	-13.24%
Total Operating Budget		\$ 61,236,753.63	\$ 1,894,767.04	\$ 46,338,122.01	\$ 13,003,864.58	21.24%
99970000	Local Debt Service	\$ 1,187,584.61	-	1,187,584.61	\$ -	0.00%
99970200	Minor Capital Improvements	\$ 683,247.00	-	-	\$ 683,247.00	100.00%
Total Capital Budget		\$ 1,870,831.61	\$ -	\$ 1,187,584.61	\$ 683,247.00	36.52%
Grand Total		\$ 63,107,585.24	\$ 1,894,767.04	\$ 47,525,706.62	\$ 13,687,111.58	21.69%

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

School Tax Rate Components

- **Current Expense:** This tax rate provides revenue to cover operating costs, such as teaching materials, textbooks, technology, insurance, athletic and academic programs, and local salary expenditures, etc. *(Current Expense Referendum set rate on October 6, 2015)*
- **Debt Service:** This tax rate provides revenue to pay principal and interest payments associated with bonds sold for major capital improvements, such as new construction, additions and renovations. The rate fluctuates annually depending on bond payment schedule.
- **Match:** **Minor Capital Improvement only** - Matches State Bond Bill funding for building and grounds repairs and maintenance. *(Other match taxes available but not assessed include: Reading Specialist, Math Specialist, Technology, Extra Time)*
- **Tuition:** Costs of Milford School District students with special needs who require specialized services within the district or who must attend special schools within and outside of the State of Delaware.
- **Capitation:** Do not assess.

Transition to Standards Based Grading (SBG)

Kindergarten - Grade 1

Summary of Standards Based Grading



STANDARDS

Content Standards

What a student should know and be able to do by the end of a grade level



STANDARDS

Curriculum & Instruction

A roadmap of content and strategies teachers use to ensure that students are learning grade level standards



STANDARDS

Assessments

Ways to measure learning and the extent to which a student has met the grade level standards



STANDARDS

Report Card

The standards-based report card shows a student's quarterly progress towards meeting end-of-year content standards.

Summary of the Achievement Scale



4 Exceeds the Standard

"Can do consistently above grade level"



3 Meets the Standard

"Can do consistently"

TARGET



2 Approaching the Standard

"Can do, but inconsistent"



1 Developing Proficiency

"Attempts, but with minimal success"

Grade 1 Math Standard: Add within 100

4 Exceeds the Standard

$$\begin{array}{r} 535 \\ + 452 \\ \hline \end{array}$$

TARGET

3 Meets the Standard

$$\begin{array}{r} 67 \\ + 24 \\ \hline \end{array}$$

2 Approaching the Standard


$$\begin{array}{r} 18 \\ + 4 \\ \hline \end{array}$$

1 Developing Proficiency


$$\begin{array}{r} 73 \\ + \\ \hline \end{array}$$

"Learning is valued over grades"

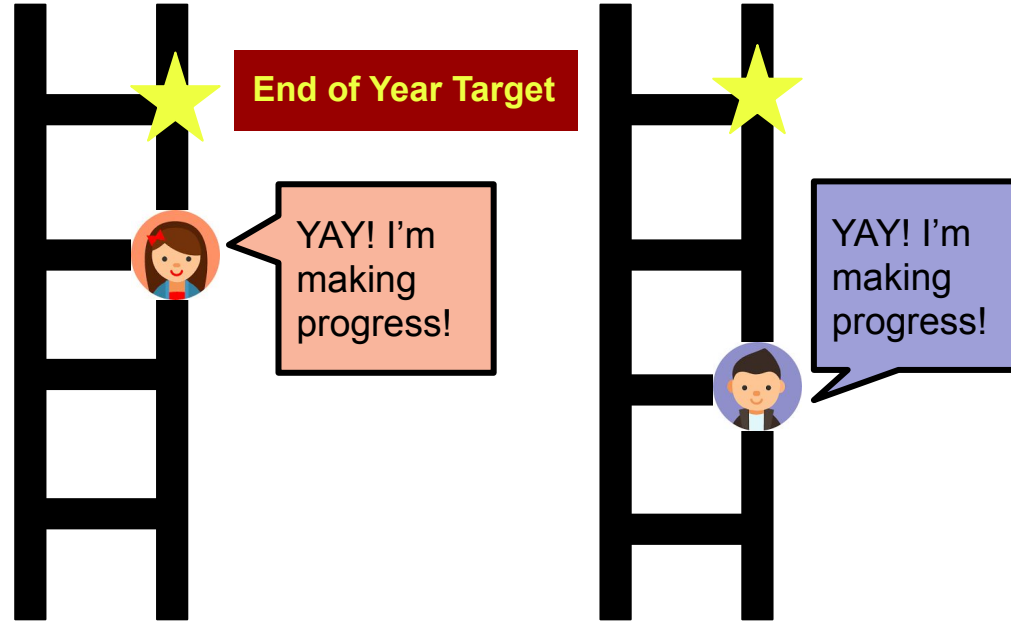
Garnet Hillman



In a percentage based system, at the beginning of the marking period, students start with 100%. Their averages fall as they make mistakes. Students with the fewest mistakes earn the highest grade.



In SBG, scores increase as students learn. Final grades are reflective of mastery at the end of the marking period, so there is little penalty for early mistakes.



Traditional vs. SBG: A Comparison

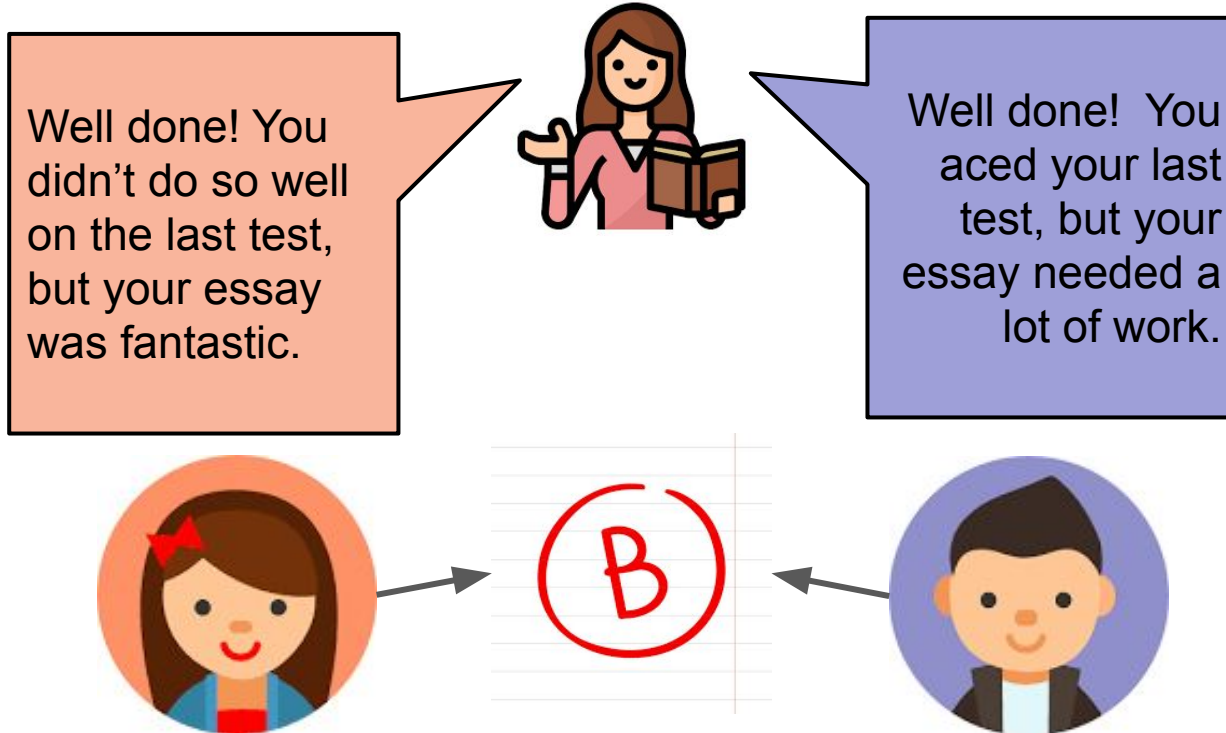
Traditional Grading

B+

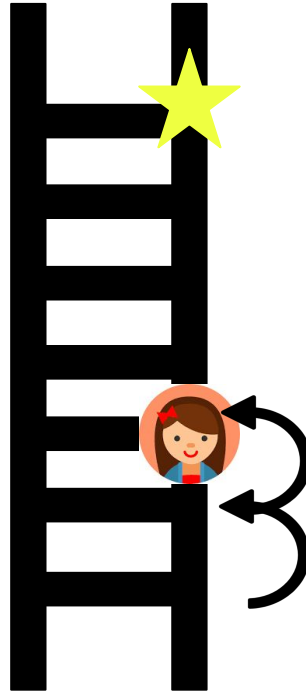


Standards-Based Grading

Engine	Great!
Battery	Great!
Transmission	Great!
Breaks	Needs Attention
Tires	Okay



Students in Special Populations



- Any student with an IEP, 504, or Multilingual Learner needs will continue to receive the accommodations for which they are eligible.
- Teachers will continue to provide appropriate instructional supports and interventions.
- Students will continue to receive quarterly progress updates which provide information pertaining to the progress made by students towards achieving their individual goals and objectives.

Communicating with Families



Family Handbook

Shared at beginning of school year, includes:

- Comparison tool: traditional vs. standards-based
- How teachers collect evidence of student achievement
- Explanation of achievement scale
- District promotion policy
- Frequently Asked Questions



Report Card Information Sheet

Included with the Report Card:

- How to read report card
- How to support your learner at home
- Talking to your learner's teacher



Family Information Presentation

Included as part of each participating school's open house



Report cards will go home quarterly as usual.



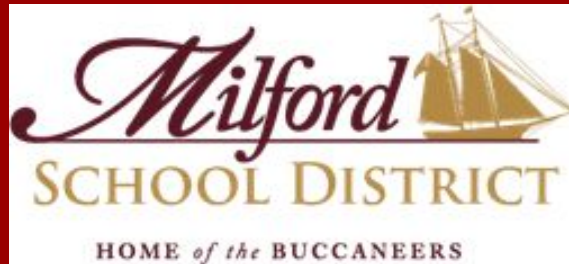
All current methods of home-school communication will still be available. Conferences will still be available upon request.

Districts that are using/seeing success with a standards based approach

- [Brandywine School District](#) K-5
- [Cape Henlopen School District](#) K-5
- [Christina School District](#) K-5
- [Colonial School District](#) K-5
- [Red Clay School District](#) K-3
- [Smyrna School District](#) K-5
- [Las Américas Aspira Academy](#) K-8

RESTORATIVE PRACTICES

MILFORD SCHOOL DISTRICT
IMPLEMENTATION



Senate Bill 85

Signed July 11, 2018. Governor Carney stated,

"The current system we have, where children have to serve an out-of-school suspension for relatively minor offenses, isn't working--and certain student populations are suffering more than others," Carney said.

"This bill will mean that educators...will have to work harder to find better ways to discipline children, to maintain order in classrooms, so that each child has an opportunity to learn everyday."

Senate Bill 85

- Only 2% of suspensions were for serious infractions
- Large disparities between racial and ethnic groups
- Monitors suspensions (OSS) by subgroups of students
- School is cited by DOE if:
 - Rate of 15 suspension per 100 in all subgroups: Race, ethnicity, and disability
 - Not exceed 10% suspension gap between lowest and highest subgroup
 - 10% or more of total population
- 3 consecutive years - DOE School Intervention

Senate Bill 85

Local School Boards must require:

1. Review the school's discipline policies and data.
2. Incorporate strategies to promote greater fairness and equity in discipline.
3. Increase professional development opportunities for teachers, administrators, and staff. Components of such professional development may include all of the following:
 - i. Restorative practices
 - ii. Trauma informed care
 - iii. Implicit bias awareness
 - iv. Cultural competency
 - v. Classroom management

Restorative Practices

Christina School District*

Brandywine School District*

Cape Henlopen School District*

Polytech School District

Lake Forest School District

Appoquinimink School District

Laurel School District

Colonial School District

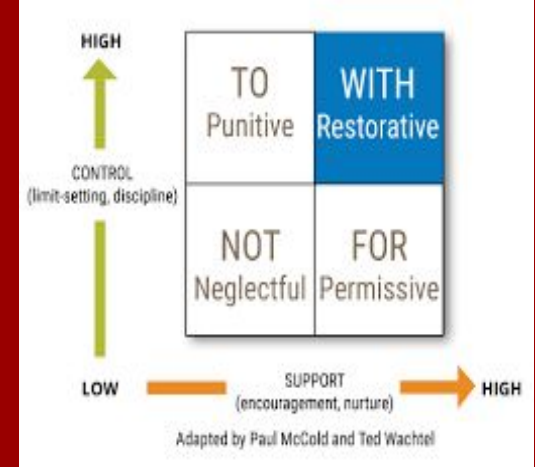
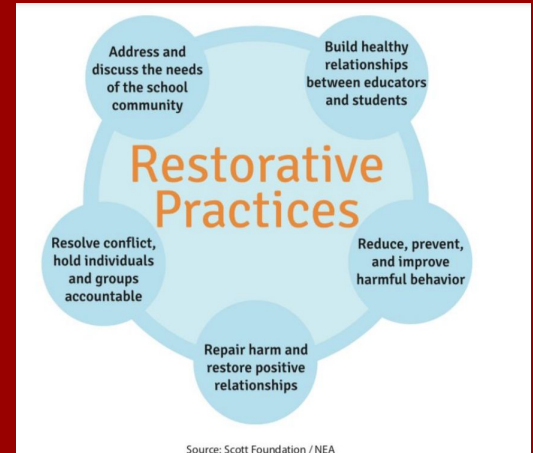
Department of Education

Restorative Practices Training

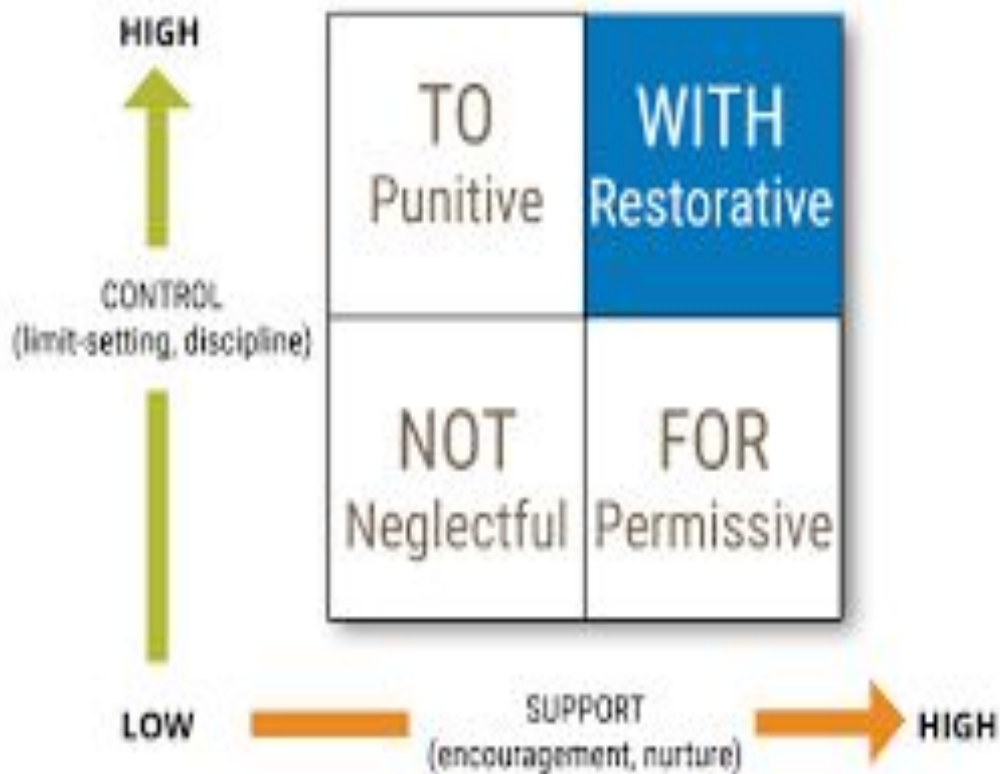
- 25 +/- staff - 2-day Restorative Practices training
International Institute of Restorative Practices (IIRP)
- 2 half-day meetings - DOE Restorative Practices presentation
- Monthly emails - Restorative Practices information
- Faculty Meeting presentations - (ongoing)
- Student voice feedback session (high school)

What are Restorative Practices?

- Restorative Practices allow individuals who may have committed harm to take full responsibility for their behavior by addressing the individual(s) affected by the behavior.
- Taking responsibility requires understanding how the behavior affected others, acknowledging that the behavior was harmful to others, taking action to repair the harm, and making changes necessary to avoid such behavior in the future.







Adapted by Paul McCold and Ted Wachtel



SPONSOR: Sen. Henry & Rep. Longhurst & Rep. K. Williams
Sens. McDowell, Delcollo, Richardson; Reps. Bentz,
Bolden, Heffernan, Keeley, Lynn, Paradee, Viola,
Hudson, Baumbach

DELAWARE STATE SENATE
149th GENERAL ASSEMBLY

SENATE BILL NO. 85

AN ACT TO AMEND TITLE 14 OF THE DELAWARE CODE RELATING TO THE LAWFUL AUTHORITY OF
TEACHERS OVER PUPILS.

WHEREAS, restorative justice practices are non-punitive disciplinary responses that focus on repairing harm done to relationships and people; developing solutions by engaging all persons affected by a harm; and encouraging accountability; and

WHEREAS, restorative justice practices include a variety of interventions, such as brief on-the-spot responses to student behavior in the classroom; and

WHEREAS, restorative justice practices also include community conferencing which involves multiple parties, such as students, parents, and teachers, and is intended to address the harm committed by a student's disruptive behavior; enhance responsibility and accountability; build relationships and community; and teach students empathy and problem solving skills that can help prevent the occurrence of inappropriate behavior in the future.

NOW, THEREFORE:

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:

Section 1. Amend § 701, Title 14 of the Delaware Code by making deletions as shown by strike through and insertions as shown by underline as follows:

§ 701. Authority of teachers and administrators to control the disruptive behavior of students.

(a) As used in this chapter:

(1) "Department" means the Department of Education.

(2) "Disruptive behavior" includes means conduct that is so unruly, ~~disruptive~~ disruptive, or abusive that it seriously interferes with a school teacher's or school administrator's ability to communicate with the students in a classroom, with a student's ability to learn, or with the operation of a school or a school-sponsored activity.

(3) "School" means a traditional public school, vocational technical school, or charter school.

(4) "Racial subgroup" means the racial subcategories of students as described in § 103-2.10(4), Title 14 of the Delaware Administrative Code [CDR 14-100-103-2.10(4)].

(5) "Subgroup" means the subgroups of students categorized as those with disabilities as described in § 103-2.10(1), Title 14 of the Delaware Administrative Code [CDR 14-100-103-2.10(1)] and by race and ethnicity as described in § 103-2.10(4), Title 14 of the Delaware Administrative Code [CDR 14-100-103-2.10(4)].

(b) While a student is entrusted in their care or supervision, public school teachers and administrators have the same authority to control the behavior of the student and to discipline or punish the student as a parent, custodian, ~~guardian~~ guardian, or other person similarly responsible for the care and supervision of the student except as provided in §§ ~~702~~ §§ 703 and 4112F of this title. The authority includes removing a student from a classroom or school-sponsored activity.

(g) Each local board of education shall establish, adopt, ~~publish~~ publish, and distribute to students in the district and their parents or guardians policy or standards ~~that~~ that include all of the following:

(1) Specify the general circumstances under which a student may be removed from a classroom or school-sponsored activity, consistent with a teacher's ultimate authority to determine disruptive behavior and to remove a student from a classroom or school-sponsored activity; and activity.

(2) Further define ~~and/or~~ or provide examples of "disruptive behavior" set forth in paragraph (a)(2) of this section.

Section 2. Amend Chapter 7, Title 14 of the Delaware Code by making deletions as shown by strike through and insertions as shown by underline as follows:

702. Student discipline report; school discipline improvement plan.

(a) The Department shall issue annually and make public a report on student discipline in all schools as follows:

(1) The analysis must be based on data collected over 3 consecutive school years, beginning with the 2013-2014 school year.

(2) The report must be posted on the Department's Internet website.

(3) The report shall include data on issuance of out-of-school suspensions, expulsions, alternative school assignments, and in-school suspensions, disaggregated by race, ethnicity, gender, grade level, limited English proficiency, incident type, and discipline duration.

(4) Beginning with the 2017-2018 school year, the Department shall require each of the school that are identified in the top 20% of any of the metrics described in subsection (b) of this section for 3 consecutive years to submit a plan identifying the strategies the school will implement to reduce the use of exclusionary disciplinary practices or racial disproportionality or both, to the local school board or board of directors of a charter school for approval.

a. The plan must be approved at either a public local school board meeting or a charter school's public board of directors meeting and must be posted on the school's Internet website.

b. Within 1 year after being identified, the school shall submit the plan to the Department and post on the school's Internet website a progress report describing the implementation of the plan and the results achieved.

c. A school that has already implemented restorative justice practices must expand its existing program if it has an out-of-school suspension rate that exceeds the standards specified in paragraph (4) of this section

d. After a school does not meet the criteria in paragraph (4) of this section for 3 consecutive years, the school is not required to submit an updated plan.

(b) The Department shall issue annually and make public a list of schools that meet the following criteria:

(1) A school with an out-of-school suspension rate for all students or any 1 subgroup that exceeds any of the following:

a. A rate of 20 suspensions per 100 students for the 2016-2017 school year.

b. A rate of 15 suspensions per 100 students for the 2017-2018 school year and each school year thereafter.

(2) A school with an out-of-school suspension rate for all students or any 1 subgroup that exceeds any of the following:

a. A rate of 20 suspensions per 100 students for the 2016-2017 school year.

b. A rate of 15 suspensions per 100 students for the 2018-2019 school year and each school year thereafter.

(3) A school for which the out-of-school suspension gap between the lowest-suspended racial subgroup and the highest suspended racial subgroup, or the suspension gap between students with disabilities and students without disabilities, exceeds any of the following:

a. 20% for the 2016-2017 school year.

b. 15% for the 2017-2018 school year.

c. 10% for the 2018-2019 school year and each school year thereafter.

(c) Each local school board and board of directors of a charter school shall require the administrator of each school, within its control, that has an out-of-school suspension rate exceeding the standards specified in subsection (b) of this section to do all of the following:

- 82 (1) Review the school’s discipline policies and data.
- 83 (2) Incorporate strategies to promote greater fairness and equity in discipline.
- 84 (3) Increase professional development opportunities for teachers, administrators, and staff. Components
- 85 of such professional development may include all of the following:
- 86 a. Restorative practices.
- 87 b. Trauma informed care.
- 88 c. Implicit bias awareness.
- 89 d. Cultural competency.
- 90 e. Classroom management.

SYNOPSIS

According to data provided by the Delaware Department of Education (“DOE”), thousands of Delaware students receive out-of-school suspensions each year for minor infractions, such as being unprepared or late for class, dress code violations, and disrespectful behavior. In 2013, only 2% of out-of-school suspensions were for serious offenses such as weapons, drugs, or serious violence. Out-of-school suspensions do not address the root causes for the misbehavior, and only serve to put the students further behind in class. Furthermore, DOE data shows that, in 2013, African-American students made up only 32% of the student body, but accounted for 62% of out-of-school suspension, and students with disabilities made up 13% of the student body, but accounted for 24% of out-of-school suspensions.

New federal discipline guidance, developed jointly by the U.S. Departments of Education and Justice, instructs schools to commit to regular evaluation of school discipline policies and practices, and monitor progress toward the schools’ climate and discipline goals. This process requires schools to first collect and publicly report disaggregated student discipline data, and solicit feedback from students, staff, families, and community representatives.

This Act furthers those goals by requiring schools that suspend at a high rate or that show significant suspension disparities to take meaningful corrective action by implementing plans to reduce these numbers and by replacing out-of-school suspensions with more effective and restorative discipline interventions. The schools in need of intervention are defined schools with high rates of suspension in the following categories:

- (1) All students.
- (2) Students belonging to 1 or more subgroups, such as students of specified racial subgroups or with disabilities.
- (3) Schools with a significant disparity in suspension rates between racial subgroups or between students with disabilities and students without disabilities.

This Act also makes technical corrections to conform existing law to the guidelines of the Delaware Legislative Drafting Manual.

Author: Senator Henry

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

5110

EIGHTH GRADE HIGH SCHOOL INTERSCHOLASTIC ATHLETICS PARTICIPATION

In accordance with Delaware Interscholastic Athletics Association (DIAA) regulations and approval, rising eighth graders who have been in regular attendance at Milford Central Academy for at least one full school year immediately prior to the eighth grade are eligible to represent Milford High School in high school interscholastic athletics in all Milford High School sports except football (eighth graders are not eligible to try out for or participate in high school football). Further clarification of eighth grade eligibility includes the following DIAA provisions:

- Students who transfer into Milford Central Academy for the eighth grade are ineligible to represent the Milford High School at any level in any interscholastic sport.
- An eighth grade student who participates in a junior varsity or varsity contest at the high school level shall be ineligible to participate at the middle school level (Milford Central Academy) in the same sport during the same season.
- This policy does not preclude an eighth grade student from participating in a tryout at Milford High School while still retaining middle school eligibility.
- Sixth and seventh grade students shall not be permitted to participate on Milford High School interscholastic teams.
- Eighth grade students who are enrolled in Milford Central Academy and are eligible to participate at Milford High School begin their five years of eligibility for high school participation the first year they enter eighth grade.

This policy is intended to increase student participation in interscholastic athletics throughout the district, as well as facilitate the development of Milford School District student-athletes in interscholastic athletics and the development of Milford School District interscholastic athletics programs across the middle school and high school levels. The following is guidance for eighth grade participation in Milford High School interscholastic athletics:

- The premise of this policy is to provide advanced interscholastic athletics opportunities for eighth grade students who are able to be competitive at the high school level. Students who participate on high school sports teams should have the athletic ability and maturity to be competitive at the high school level.
- Prior to each sports season, the Athletic Director will host a parent/guardian informational meeting for parents/guardians of Milford Central Academy eighth grade students interested

in participating on a Milford High School sports team during that season. This meeting will include Milford High School coaches for that sports season.

- Interested eighth graders should attend the tryout dates for the high school sports teams and be evaluated by the coaches for their ability to be able to make the team and compete at the high school level.
- Eighth graders who try out for a high school sports team are not guaranteed to make the high school team for which they try out. Eighth graders who do not make the high school team, are still eligible to try out for the Milford Central Academy team in that same sport. Eighth graders who do not make the high school team are not guaranteed selection to the Milford Central Academy team in that same sport.
- In situations where Milford High School sports teams have low numbers in the program or may not be able to fill out junior varsity and varsity teams, the Milford High School head coach may consult with the Milford Central Academy head coach, Athletic Director and Milford Central Academy principal in regards to whether there are any eighth graders with the ability and maturity to compete at the high school level. If there are any identified eighth graders, then the Athletic Director must consult with the parent/guardian and receive the parent/guardian's permission for the student to participate on the high school sports team.

ADOPTED:

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4206

STAFF CONFLICT OF INTEREST

No employee shall engage in soliciting or selling any materials or products to any student for personal profit. The sale of materials or equipment to students in conjunction with any planned program may not be done without approval from the Administration.

ADOPTED: August 17, 1970

AMENDED: July 18, 1977

DELETED: May 16, 2022

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4208

PARENT CONFERENCES

The importance of maintaining effective communications between the school and the home through planned conferences is recognized and is an integral part of each teacher's professional responsibility.

Conferences should be:

1. scheduled by appointment when at all possible,
2. scheduled during the teacher's planning time, and before school or before 4:00 p.m. and by mutual consent of parents and teacher.

APPROVED: August 17, 1970

AMENDED: July 18, 1977

DELETED: May 21, 2022

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4212

CERTIFICATION: MILFORD EDUCATION ASSOCIATION

RESOLVED, that the Milford Board of Education recognize the Milford Education Association as the exclusive negotiating representative of applicable Milford School District employees. Board action on this request is granted as a result of Milford Education Association compliance with applicable sections of Chapter 40, Title 14, Delaware Code.

Reference: 14 Delaware Code, Chapter 40

ADOPTED: 1/10/72; 1/21/74; 1/26/76; 2/27/78; 1/21/80; 1/18/84; 8/29/84;

DELETED: 5/16/22

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4220

SMOKE-FREE/TOBACCO-FREE POLICY

The Milford School District is dedicated to providing a healthy and productive work environment for students, staff, and visitors. The goal of the smoke-free/tobacco-free workplace policy is to improve the health of Delaware citizens by promoting tobacco use cessation.

The use and/or distribution of tobacco products is prohibited within the boundaries of all District workplaces, including all buildings, facilities, indoor and outdoor spaces and the surrounding grounds owned by the District. This policy applies to parking lots, walkways, state vehicles and private vehicles, even when not used for student purposes, parked or operated on District workplace property, and at all school affiliated functions. This policy does not include public roads or public sidewalks.

For the purposes of this policy, tobacco is defined as any type of tobacco product including, but not limited to: cigarettes, cigars, cigarillos, electronic cigarettes, vaping, pipes, bidis, hookahs, smokeless, spit tobacco or snuff.

This policy will apply to:

1. Any building, property or vehicles leased, owned or operated by the District or assigned contractor.
 - a. School bus operators under contract shall be considered staff for the purpose of this policy.
2. Any private building or other property including automobiles or other vehicles used for school activities when students and staff are present.
3. Any non-educational groups utilizing school buildings or other educational assets.
4. Any individual or volunteer who supervises students off school grounds

The success of this policy will depend on the courtesy and cooperation of both tobacco users and non-users. Everyone is responsible for respectfully following and helping to enforce the policy.

This policy is in accordance with Title 14 Education Delaware Administrative Code 877 Tobacco and Smoking Policy and 16 Del.C., Chapter 29, Delaware's Clean Indoor Air Act, and 11 Del.C., Chapter 5, Subchapter V.