



HOME *of the* BUCCANEERS

906 Lakeview Avenue Milford, DE 19963

Phone: (302) 422-1600

**AGENDA FOR MONDAY, NOVEMBER 21, 2022 AT 6:00 PM
REGULAR SCHOOL BOARD MEETING**

The Milford Board of Education will hold this meeting in-person in the Milford High School Auditorium. Public comment will be held in-person only.

Public may access this meeting at the following link:

<https://milford.webex.com/milford/j.php?MTID=m1557895acee137ad1115a9f891033fdd>

Webinar Number: 2620 488 2781 Webinar Password: rpTrn4NP28P (77876467 from phones)

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

Dial in: +1-415-655-0001

Access Code: 262 048 82781

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

_____ **Dr. Adam Brownstein**

_____ **Mr. Matt Bucher**

_____ **Mr. Scott Fitzgerald**

_____ **Mr. David Vezmar**

_____ **Mrs. Jean Wylie**

_____ **Mr. Jason Miller**

3. Pledge of Allegiance

4. Approval of Minutes

A. Regular Meeting Minutes for October 17, 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. Changes to Agenda

8. **Personnel – Dr. Jason Peel**
 - A. Personnel *Action Item*
9. **Public Comment**
10. **Superintendent’s Report**
 - A. Confirmation of Faculty Representative to the Board *Action Item*
 - B. Confirmation of Student Representative to the Board *Action Item*
11. **Business – Dr. Sara Croce**
 - A. Monthly Revenue and Expenditure Reports as of October 31, 2022 *Action Item*
 - B. Class Size and 98% Division I Staffing Waiver *Action Item*
12. **Building and Grounds – Mr. Mike Sharp**
 - A. MMS Project Update
 - B. District Projects
13. **Instruction and Student Programs – Dr. Bridget Amory**
 - A. Strategic Planning Update
 - B. After-School Programming
 - C. Field Trip Approval *Action Item*
14. **Board Discussion**
 - A. DSBA Updates
 - B. Recommended Revised Draft Board Policies for Action
 1. Revised Draft Board Policy 4308 Salary Schedule – Substitutes *Action Item*
 - C. Recommended Deletion of Board Policies for Action
 1. Board Policy 6101 Strategic Plan for Excellent Schools – Read Only
15. **Adjournment *Action Item***



MILFORD SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR BOARD MEETING
OCTOBER 17, 2022

Board Members in Attendance	
Mr. Jason Miller, President	Mr. Matt Bucher
Mr. Scott Fitzgerald, Vice President	Mr. David Vezmar
Dr. Adam Brownstein	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, October 17, 2022.

PLEDGE OF ALLEGIANCE

APPROVAL OF MINUTES

MOTION MADE BY MR. BUCHER/SECONDED BY DR. BROWNSTEIN to approve the Regular Meeting Minutes for September 19, 2022 and September 30, 2022. **Motion passed unanimously.**

ADJOURNMENT TO EXECUTIVE SESSION

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

RETURN TO OPEN SESSION

MOTION MADE BY MR. VEZMAR/SECONDED BY DR. BROWNSTEIN to adjourn Executive Session at 7:19 PM. **Motion passed unanimously.**

PERSONNEL – Dr. Peel

MOTION MADE BY MR. BUCHER/SECONDED BY MR. FITZGERALD to table 7A Personnel and 7B MEA, DSEA/NEA and MSD MOU for MHS Temporary Modification of Work Schedule until after 14 Board Discussion. **Motion passed unanimously.**

CHANGES TO AGENDA

Move 10E State Teacher of the Year Event and 10F National Distinguished Principals Event to before 10A MHS Auditorium Naming.

PUBLIC COMMENT

Mayor Campbell spoke in support of a staff member at MCA. Ms. Murray wants for her son to experience a positive and safe environment within Milford School District and expressed concern with a recent incident. Ms. Gomes, Ms. Maker, Mr. Dempsey and Ms. Simms shared concerns regarding a student search at MCA and how the overall situation was handled, as well as with current policies relative to the situation. Mr. Ratledge stated concerns with bullying and safety in the schools. Pastor Dukes showed support for the children, teachers, school and the community. Ms. Powell spoke regarding an MCA incident and expressed how the situation is handled will send a message to the kids.

SUPERINTENDENT’S REPORT – Dr. Dickerson

State Teacher of the Year Event –

The Board honored Miss Ashley Lockwood, 5th Grade Teacher at Lulu Ross Elementary, for being named Delaware’s State Teacher of the Year.

National Distinguished Principals Event –

The Board honored Mrs. Cindy McKenzie, Principal at Lulu Ross Elementary, for her recent attendance at the National Distinguished Principals Event in Washington, D.C. as Delaware’s National Distinguished Elementary Principal representative.

MHS Auditorium Naming

MOTION MADE BY MR. VEZMAR/SECONDED BY MR. BUCHER to rename MHS Auditorium the Dr. Gerald W. Thompson Center for the Performing Arts. **Motion passed unanimously.**

Inclement Weather

Dr. Dickerson reviewed the draft inclement weather guidelines.

September 30th Count

Dr. Dickerson reviewed September 30th student enrollment numbers for each school and the district, and reviewed how September 30th student enrollment has continued to increase since 2016 through this school year.

Town of Ellendale Growth

Dr. Dickerson presented information from the Ellendale City Council who indicated that Ellendale has approved several annexations which will increase Milford School District students living in Ellendale. The Ellendale City Council also suggests that the district start looking at land in the Ellendale area. Within the discussion, the Board expressed some concern about present transportation route times for students.

BUSINESS – Dr. Croce

Revenue and Expenditure Report

MOTION MADE BY DR. BROWNSTEIN/SECONDED BY MR. VEZMAR to approve the Revenue and Expenditure Reports as of September 30, 2022. **Motion passed unanimously.**

BUILDINGS AND GROUNDS – Mr. Sharp

MMS Project Update

Mr. Sharp reviewed the MMS Project tentative timeline. Environmental testing is ongoing through the end of the year. Community engagement meetings are upcoming.

District Projects

Mr. Sharp mentioned that installation of the MHS gym bleachers are scheduled to start October 24th. The HVAC system replacement will start by the end of the year. The lower turf is scheduled to begin the first week of November based upon the Milford High School field hockey team's playoff games. The Mispillion and Ross playgrounds should be completed by the end of October beginning of November.

INSTRUCTION AND STUDENT PROGRAMS – Dr. Amory & Dr. Croce

Strategic Planning Update

Dr. Amory and Dr. Croce provided an update to the district's strategic planning work. The Steering Committee kick-off meeting was held on October 3rd. A district-wide survey was launched on October 11th. The strategic plan is anticipated to be completed Spring 2023. The steering committee meeting is November 1, 2022 at 5:00 pm at MHS Library.

Field Trip Approval

MOTION MADE BY MR. BUCHER/SECONDED BY MR. VEZMAR to approve the field trip as presented. **Motion passed unanimously.**

BOARD DISCUSSION

DSBA UPDATES

Mr. Boucher attended the Legislative Committee meeting on October 5, 2022. The Legislative Committee conversed about unit count growth, funding structures for technology and security, mental health behavior services, pre-K facilities, local district authority with curriculum changes, SAT elimination, teacher/staff shortage and budgetary giveback.

RECOMMENDED BOARD POLICY FOR ACTION

New Board Policy 4222 Children's Internet Protection Act (CIPA)

MOTION MADE BY MR. VEZMAR/SECONDED BY MR. BUCHER to approve Board Policy 4222 Children's Internet Protection Act (CIPA). **Motion passed unanimously.**

RECOMMENDED DRAFT REVISIONS OF BOARD POLICIES FOR READ ONLY

- Dr. Peel and Dr. Croce presented revised Board Policy 4308 Salary Schedule – Substitutes

Dr. Brownstein thanked everyone for coming out for public comment. Dr. Brownstein extended an invitation for community members to work with him regarding bullying and security.

ADJOURNMENT TO EXECUTIVE SESSION

MOTION MADE BY MR. BUCHER/SECONDED BY MR. FITZGERALD to adjourn into Executive Session at 8:41 PM. **Motion passed unanimously.**

RETURN TO OPEN SESSION

MOTION MADE BY MR. FITZGERALD/SECONDED BY MR. VEZMAR to adjourn Executive Session at 9:20 PM. **Motion passed unanimously.**

PERSONNEL – Dr. Peel

Personnel Report

MOTION MADE BY MR. BUCHER/SECONDED BY MR. VEZMAR to approve the Personnel Report as presented during Executive Session. **Motion passed unanimously.**

MEA, DSEA/NEA and MSD MOU for MHS Temporary Modification of Work Schedule

MOTION MADE BY DR. BROWNSTEIN/SECONDED BY MR. BUCHER to approve the MEA, DSEA/NEA and MSD MOU for MHS Temporary Modification of Work Schedule. **Motion passed unanimously.**

ADJOURNMENT

MOTION MADE BY MR. VEZMAR/SECONDED BY DR. BROWNSTEIN that the Regular Meeting of the Milford Board of Education held on Monday, October 17, 2022, adjourn @ 9:22 PM. **Motion passed unanimously.**

Kevin Dickerson, Executive Secretary

Theresa Blocker, Recording Secretary

MILFORD SCHOOL DISTRICT
Fiscal Year 2023 Monthly Revenue Report
As of October 31, 2022
33% of the Fiscal Year completed

REVENUE SOURCE	Preliminary	Actual to date	% received
	FY 2023 Budget		
STATE FUNDS			
Formula Salaries	32,154,989.22	28,934,394.94	89.98%
Cafeteria Salaries	636,709.00	572,780.00	89.96%
Division II, All Other Costs	937,653.00	155,123.00	16.54%
Division II, All Other Costs - VOC	106,221.00	79,666.00	75.00%
Division II, Energy	810,530.00	729,477.00	90.00%
Division III, Equalization	5,900,596.00	5,251,449.00	89.00%
State Transportation	3,252,472.92	1,645,571.00	50.59%
Homeless Transportation	474,933.00	237,467.00	50.00%
Foster Care Transportation	65,561.00	59,781.00	91.18%
Transportation Supply	1,000.00	1,000.00	100.00%
Related Services Cash Option	15,000.00	82,939.00	552.93%
Drivers' Education	19,305.00	17,375.00	90.00%
Unique Alternatives	558,364.63	279,182.00	50.00%
Professional Development	-	42,753.00	
Delaware Sustainment Fund	825,605.00	743,045.00	90.00%
Technology Block Grant	110,493.00	99,444.00	90.00%
World Language Expansion	30,000.00	-	0.00%
Education Opportunity Grant	1,231,277.00	1,316,524.00	106.92%
Education Opportunity Grant - Mental Health	286,203.00	732,527.00	255.95%
Student Success Block Grant - Reading	330,148.00	334,648.00	101.36%
Child Safety Awareness	-	8,778.00	
Substitute Reimbursement- Paid Parental Leave	-	33,074.00	
School Safety and Security	-	263,950.51	
Teacher of the Year	-	5,000.00	
Minor Capital Improvements	409,948.00	-	0.00%
Major Capital Improvements	-	-	
TOTAL STATE FUNDS	48,157,008.77	41,625,948.45	86.44%
LOCAL FUNDS			
Current Expense (tax rate)	9,061,884.00	8,246,482.04	91.00%
Current Expense (capitations)	200.00	-	0.00%
Athletics	28,000.00	9,705.00	34.66%
Interest	-	-	
Building Rental	1,500.00	35.00	2.33%
Other Local Revenue	18,500.00	7,333.48	39.64%
Sol - Systems	1,500.00	-	0.00%
Energy Curtailment	15,000.00	-	0.00%
CSCRCP	15,000.00	33,699.32	224.66%
Indirect Costs	75,000.00	42,145.75	56.19%
Cafeteria	2,700,000.00	533,469.36	19.76%
Net Choice Billings	(168,613.38)	-	0.00%
Net Charter Billings	(146,389.20)	(54,764.27)	37.41%
Tuition Billings	(2,100,000.00)	-	0.00%
Social Studies Coalition/Donations	107,000.00	48,977.24	45.77%
Debt Service	1,250,000.00	987,668.06	79.01%
Debt Service - County Impact Fees	78,343.00	-	0.00%
Tuition	2,800,000.00	2,544,940.70	90.89%
Minor Capital Improvements	273,299.00	252,065.11	92.23%
E-Rate	-	-	
Education Opportunity Match	-	-	
Extra Time Local Match	-	-	
Reading and Match Specialist Match	-	-	
Technology Maintenance Match	-	-	
Major Capital Improvements	-	-	
TOTAL LOCAL FUNDS	14,010,223.42	12,651,756.79	90.30%
FEDERAL FUNDS			
IDEA Part B	1,207,533.00	1,207,533.00	100.00%
IDEA - Preschool	57,566.00	57,566.00	100.00%
Title I	1,935,608.00	2,024,833.00	104.61%
Title II	374,980.00	345,307.00	92.09%
Title III English Acquisition	85,388.00	85,388.00	100.00%
Perkins	124,470.00	124,470.00	100.00%
TOTAL FEDERAL/OTHER FUNDS	3,785,545.00	3,845,097.00	101.57%
GRAND TOTAL ALL FUNDS	65,952,777.19	58,122,802.24	88.13%

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

Operating Unit	Budget Line	Final Budget			Budget	%
		Amount	Encumbered	Expended	Remaining	Remaining
9180668A	Benjamin Banneker Elementary School	\$ 51,086.70	3,333.58	11,019.93	\$ 36,733.19	71.90%
9180670A	Evelyn I. Morris Early Childhood Center	\$ 51,050.15	1,695.32	14,222.47	\$ 35,132.36	68.82%
9180672A	Lulu M. Ross Elementary School	\$ 68,236.30	4,130.65	14,666.94	\$ 49,438.71	72.45%
9180673A	Misphillion Elementary School	\$ 54,530.90	4,180.30	16,198.99	\$ 34,151.61	62.63%
9180675A	Milford Central Academy	\$ 111,465.60	4,681.96	36,667.24	\$ 70,116.40	62.90%
9180678A	Milford Senior High School	\$ 142,718.40	22,355.72	25,316.90	\$ 95,045.78	66.60%
99900000	Board Of Ed/District Expenses	\$ 9,000.00	-	6,785.00	\$ 2,215.00	24.61%
	School Resource Officer	\$ 188,000.00	15,012.50	147,987.50	\$ 25,000.00	13.30%
99900100	Legal Services, Audit and Insurance Premiums	\$ 180,000.00	37,714.68	11,409.63	\$ 130,875.69	72.71%
99900300	District Expenditures	\$ 40,000.00	398.50	7,470.44	\$ 32,131.06	80.33%
	Public Relations and Communication	\$ 40,000.00	-	13,964.05	\$ 26,035.95	65.09%
	Copy Center (District Wide)	\$ 98,500.00	80,214.79	36,292.28	\$ (18,007.07)	-18.28%
	Student Emergency Fund	\$ 4,000.00	-	-	\$ 4,000.00	100.00%
99910100	Superintendent	\$ 1,500.00	361.53	318.47	\$ 820.00	54.67%
99920000	World Language Immersion (State Grant)	\$ 30,000.00	-	-	\$ 30,000.00	100.00%
	Student Success Block Grant (Reading)	\$ 330,148.00	-	-	\$ 330,148.00	100.00%
	Opportunity Grant Mental Health	\$ 286,203.00	-	375.20	\$ 285,827.80	99.87%
	Education Opportunity Grant	\$ 1,231,277.00	-	2,543.34	\$ 1,228,733.66	99.79%
	Summer School	\$ 30,000.00	-	71,616.71	\$ (41,616.71)	-138.72%
	Translators	\$ 20,000.00	-	644.89	\$ 19,355.11	96.78%
	Extra Time Programs	\$ 30,000.00	-	-	\$ 30,000.00	100.00%
	Curriculum and Instruction	\$ 245,000.00	-	24,977.50	\$ 220,022.50	89.81%
99920700	Athletics - High School	\$ 170,000.00	31,803.78	62,565.10	\$ 75,631.12	44.49%
	Athletics - Milford Central Academy	\$ 30,000.00	6,787.47	3,808.21	\$ 19,404.32	64.68%
99920800	Driver's Education	\$ 19,305.00	-	3,230.20	\$ 16,074.80	83.27%
99930200	Tuition - Special Services	\$ 584,500.00	-	61,035.12	\$ 523,464.88	89.56%
	Tuition - Special Services - ILC	\$ 315,000.00	399.27	51,851.87	\$ 262,748.86	83.41%
	Unique Alternatives (State Funds)	\$ 558,364.63	-	43,969.92	\$ 514,394.71	163.30%
99930300	Special Services	\$ 49,500.00	33,845.32	12,781.93	\$ 2,872.75	5.80%
	Special Services - State Related Services	\$ 15,000.00	14,080.00	24,103.50	\$ (23,183.50)	-154.56%
99940100	Contingencies and One-Time Items	\$ 500,000.00	136,201.94	28,529.01	\$ 335,269.05	67.05%
99940200	Division I/Formula Salaries	\$ 32,154,989.22	-	11,284,354.16	\$ 20,870,635.06	64.91%
99940300	Division II - Vocational	\$ 106,221.00	524.00	12,516.37	\$ 93,180.63	87.72%
99940400	Division III/Local Salaries	\$ 11,690,500.00	-	3,838,805.69	\$ 7,851,694.31	67.16%
	Union agreed Limited Contracts	\$ 388,850.00	-	129,815.45	\$ 259,034.55	66.62%
99940500	Title I	\$ 1,935,608.00	-	-	\$ 1,935,608.00	100.00%
	Title II	\$ 374,980.00	-	-	\$ 374,980.00	100.00%
	Title III	\$ 85,388.00	-	-	\$ 85,388.00	100.00%
	IDEA Part B	\$ 1,207,533.00	-	-	\$ 1,207,533.00	100.00%
	IDEA Preschool	\$ 57,566.00	-	-	\$ 57,566.00	100.00%
	Perkins	\$ 124,470.00	-	-	\$ 124,470.00	100.00%
	Homeless	\$ 10,000.00	-	-	\$ 10,000.00	100.00%
	Other Federal Grants	\$ -	-	-	\$ -	-
99940600	Insurance Expense	\$ 113,229.00	-	15,010.00	\$ 98,219.00	86.74%
99940700	Social Studies Coalition/Donations	\$ 107,000.00	3,851.00	13,350.00	\$ 89,799.00	83.92%
99940810	Technology Equipment & Repair	\$ 272,800.00	5,538.71	198,611.77	\$ 68,649.52	25.16%
	Technology Block Grant	\$ 110,493.00	-	-	\$ 110,493.00	100.00%
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	191.17	876.83	\$ 8,932.00	89.32%
99960000	Child Nutrition Operations	\$ 2,700,000.00	274,808.80	841,169.17	\$ 1,584,022.03	58.67%
	Cafeteria Salaries	\$ 636,709.00	-	231,178.31	\$ 405,530.69	63.69%
99960100	Facilities Maintenance	\$ 90,000.00	-	26,096.03	\$ 63,903.97	71.00%
	Custodial Services and Supplies	\$ 90,000.00	-	29,498.76	\$ 60,501.24	67.22%
99960200	Operations and Utilities	\$ 361,500.00	72,889.13	117,474.53	\$ 171,136.34	47.34%
	Energy Division II	\$ 810,530.00	400,000.00	8,236.26	\$ 402,293.74	49.63%
99960300	State Transportation	\$ 3,252,472.93	168,229.15	774,300.85	\$ 2,309,942.93	71.02%
	State Homeless Transportation	\$ 474,933.00	151,808.40	34,820.10	\$ 288,304.50	60.70%
	State Foster Transportation	\$ 65,561.00	22,052.00	13,540.00	\$ 29,969.00	45.71%
	Transportation Supplies	\$ 1,000.00	-	-	\$ 1,000.00	100.00%
99960400	Transportation Internal Budget (Local)	\$ 23,000.00	733.81	2,795.19	\$ 19,471.00	84.66%
	Local Activities Transportation	\$ 3,000.00	-	-	\$ 3,000.00	100.00%
	Local Homeless Transportation Match	\$ 52,770.33	16,867.60	3,868.90	\$ 32,033.83	60.70%
	Local Transportation Match	\$ 360,926.63	18,692.14	86,033.42	\$ 256,201.07	70.98%
Total Operating Budget		\$ 63,241,415.79	\$ 1,533,383.22	\$ 18,396,704.13	\$ 43,311,328.44	68.49%
99970000	Local Debt Service	\$ 1,156,081.49	-	522,645.45	\$ 633,436.04	54.79%
99970200	Minor Capital Improvements	\$ 683,247.00	-	-	\$ 683,247.00	100.00%
Total Capital Budget		\$ 1,839,328.49	\$ -	\$ 522,645.45	\$ 1,316,683.04	71.58%
Grand Total		\$ 65,080,744.28	\$ 1,533,383.22	\$ 18,919,349.58	\$ 44,628,011.48	68.57%

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

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

MEMORANDUM

TO: Kevin Dickerson, Ed. D., Superintendent

FROM: Sara Croce, DBA, Chief Financial Officer

RE: K-3 Student-Instructor Ratio Requirements and 98% Rule

DATE: October 31, 2022

Title 14 Section 1705A of Delaware Code states in part, “The ratio of students to instructors in any class in kindergarten or grades 1-3 in a Delaware public school shall not exceed 22 students as of the last school day of October.” While most of the district’s K-3 class sizes meet this requirement, some do not. Delaware Code provides a waiver provision in which the Milford School District Board of Education can waive this requirement at their discretion.

Also, Section 1704, Title 14 of Delaware Code states in part “Each local school board shall allocate Division I units to schools in its district such that as of the last school day of October each school receives not less than 98% of the Division I units it generates as a result of the actual unit count.” Final unit count will not be certified until late November or early December. In order to finalize building staffing plans and utilize earned units to offset state budget reductions per Section 368 of the Fiscal Year 2023 Appropriations Bill (House Bill 250), the board should waive this requirement.

**Milford School District
2022 – 2023 School Year**

**Waiver of Student – Instructor Ratio Requirements and
Division I Unit Staffing Requirements**

Section 1705A, Title 14 of the Delaware Code states in part “The ratio of students to instructors in any class in kindergarten or grades 1-3 in a Delaware public school shall not exceed 22 students as of the last school day of October.” Section 1704, Title 14 of the Delaware Code further states “Each local school board shall allocate Division I units to schools in its district such that as of the last school day of October each school receives not less than 98% of the Division I units it generates as a result of the actual unit count.”

While most district classrooms meet the class size requirement and the district strives to fully staff each building based upon units earned, the unique circumstances caused by facility constraints, budgetary constraints, and an objective of maintaining consistency in student class assignments will require the Board of Education to waive these requirements at the November 21, 2022 Board Meeting. Public comments regarding this waiver provision may be made in accordance with Board Policy 8503 Public and Employee Participation at Board of Education Meetings. Written comments should be directed to the Superintendent no later than five days prior to the November 21, 2022 Board Meeting.

MILFORD SCHOOL DISTRICT FIELD TRIP APPROVAL FORM

(Out-of-State to be submitted to the principal by April 10th for School Board approval for the following school year)

Morris Banneker **Central Academy** High School Mispillion Ross

November 21, 2022

In-State Out-of-State Overnight

<p>DATE(S) OF TRIP: October 2022 <i>November 21, 2022</i></p> <p># of School Days missed: <i>1</i> TRIP DESTINATION: <i>Smithsonian National Zoo - Washington DC</i> Days Missed: <i>1</i> Destination: <i>Smithsonian National Zoo - Washington DC</i></p> <p>NUMBER OF STUDENTS: <i>350</i> CONTENT AREA/COURSE: <i>350 Students - Science</i></p> <p>1. Instructional Unit Title: <i>Planet Earth/Biosphere</i></p> <p>2. Dates of Instructional Unit: From: To: <i>Fall 2022</i></p> <p>3. Will technology be used in preparation for this trip? (Check One)</p> <p style="padding-left: 40px;"><input checked="" type="checkbox"/> Internet Virtual Tour Research Video Software Other (specify)</p> <p>4. Relationship of trip to instructional objective(s) (purpose of trip):</p> <p><i>Identify factors and components of the biosphere relating to how the biosphere interacts with the other three earth systems to create a livable planet.</i></p>	<p>TEACHER(S): <i>Mrs. Mullikin and Mrs. Conaway</i></p> <p>GRADE(S): <i>6</i></p> <p>Field Trip Cost <i>(4 buses)</i></p> <p>Transportation: <i>1525.00/bus (56 Students)</i></p> <p>Meals: <i>Student pack/carry school lunch</i></p> <p>Other expenses (explain):</p> <p>Funding Used: <i>\$35/per student</i></p> <p>Individual student expense: <i>or chaperone</i></p> <p>Total Cost</p>
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Closest Medical Facility (with address & phone #):
Howard University Hospital: 2041 Georgia Ave NW, Washington, DC, 20060 (202) 865-6100

Nurse Initials: *KW*

APPROVAL SEQUENCE (indicated by the proper signatures below). Field trips not approved at one level will not advance to the next level (no appeals). Comments:

PRINCIPAL'S SIGNATURE: *Dr. ASG* **DIRECTOR'S SIGNATURE:** *[Signature]* **SUPT'S SIGNATURE:** *[Signature]*

For all Out-of-State or overnight field trips, except where a group of students advances in a sequential activity such as a contest, a final cost summary and detailed itinerary must be submitted 30 days prior to the trip.

12/19/16

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4308

SALARY SCHEDULE – SUBSTITUTES

Persons employed as substitutes shall be paid as follows:

1. Teachers - Substitute teachers will be compensated in accordance with the individual's classification as a Class A, Class B, or Class C substitute on the salary scale found in 14 Delaware Code, Chapter 13, Section 1326. Substitute teachers serving in a long-term capacity shall receive, at a minimum, an increase of 1.35 times their Class (A, B or C) rate after 10 consecutive days of service in the same teaching assignment, **or as otherwise approved by district office administration.**
2. Paraprofessionals – Substitute paraprofessionals will be compensated in accordance with the Class C Substitute rate found in 14 Delaware Code, Chapter 13, Section 1326. Milford School District may approve a paraprofessional substitute serving in a critical needs capacity to be compensated at the substitute teacher rate for which they qualify. **Class C substitute paraprofessionals serving in a long-term capacity shall receive, at a minimum, an increase of 1.35 times their Class C rate after 10 consecutive days of service in the same assignment, or as otherwise approved by district office administration.**
3. Custodian – Substitute custodians will be compensated in accordance with the hourly rate calculated at 0 years' experience for salary scales found in 14 Delaware Code, Chapter 13, Section 1311, Custodian and the local Custodial/Maintenance Negotiated Agreement. (The annual salary shall be divided by 261 days and then further divided by 8 hours.)
4. Child Nutrition – Substitute child nutrition workers will be compensated in accordance with the hourly rate identified at 0 years' experience.
5. Secretaries – Substitute secretaries will be compensated in accordance with the hourly rate calculated at 0 years' experience for salary scales found in 14 Delaware Code, Chapter 13, Section 1308, Senior Secretary and the local Secretary Negotiated Agreement. (The annual salary shall be divided by 261 days and then further divided by 7.5 hours)
Hourly rate is used for personnel working less than a full workday.
6. School Nurse – Substitute nurses will be compensated \$200.00 per day.

ADOPTED: 7/18/77;

REVISED: 12/19/78; 1/21/80; 1/19/81; 10/23/89; 2/25/91; 6/21/93; 7/1/97; 5/24/99; 10/1/2000;
9/23/02; 12/16/02; 2/24/03; 7/8/13; 12/25/16; 6/19/17; 12/17/18; 8/19/19; 4/25/22, 11/21/22

Milford School District's Strategic Plan for Excellent Schools

POLICY 6101

Mission: The mission of the Milford School District is to provide all students with the opportunity to receive a comprehensive, personalized, quality education in a safe, supportive learning environment where they can gain the knowledge, skills, attitudes, and values that will enable each individual to achieve excellence in their life-long pursuits, through a partnership with school, family, and community.

Strategic Priority A. High Student Performance	Strategic Priority: B. Safe, Orderly, and Caring Schools	Strategic Priority: D. Quality Teachers, Administrators and Staff	Strategic priority: C. Strong Family, Community, and Business Support
Strategic Goals	Strategic Goals	Strategic Goals	Strategic Goals
<p>1.1 Early diagnosis and effective interventions for reading, writing, and math deficiencies</p> <p>1.2 All students on grade level for reading prior to entering grade 3</p> <p>1.3 Local assessment systems in place for monitoring and improving student performance on Delaware's academic standards</p> <p>1.4 Highly effective curriculum and instruction aligned to academic standards and state assessments</p> <p>1.5 Over 80% of District students meeting or exceeding standards on the DSTP</p> <p>1.6 Effective and broad-based use of educational technologies to individualize and enhance learning</p>	<p>2.1 Supportive, caring, and orderly classroom learning environments promoting high student performance</p> <p>2.2 Comfortable, safe, and secure education facilities that support high student performance</p> <p>2.3 Mutual respect of students, teachers, administrators, and parents</p> <p>2.4 Parents, students, staff and community knowledgeable on the district code of conduct</p> <p>2.5 Removal and rehabilitation of students who significantly disrupt the learning process or present a significant safety risk to self or others</p> <p>2.6 Improved system to collect/review discipline/school climate data to elicit continuous improvement</p>	<p>3.1 Professional preparation aligned with state and district priorities</p> <p>3.2 Effective mentoring of new teachers and those working under an improvement plan</p> <p>3.3 An effective system to recruit, retain, and compensate a diverse corps of quality teachers, administrators, and staff</p> <p>3.4 A system to ensure high performance of teachers, administrators, and staff</p> <p>3.5 A system of continuous learning and professional development to support high performance of all employees</p> <p>3.6 High ethical and professional standards for all employees</p>	<p>4.1 Education priorities responsive to the needs of the family, community, and business customers</p> <p>4.2 A comprehensive and aligned system of support for the academic success and general well-being of all children that promotes:</p> <p style="padding-left: 40px;">Meaningful involvement in schools,</p> <p style="padding-left: 40px;">Connection with the community,</p> <p style="padding-left: 40px;">State and local partnerships.</p> <p>4.3 A system to build the capacity of the district to create, respond to, and sustain meaningful partnerships</p>
Strategic Priority: E. Effective, Efficient, and Service Oriented Systems and Schools	Strategic Goals		
	<p>5.1 All components of the education system aligned to achieve high performance and productivity</p> <p>5.2 Decision making authority and control at the most appropriate level closest to the classroom</p> <p>5.3 Information and accountability systems capable of reporting strategic and operational results</p> <p>5.4 A funding system that provides adequate and aligned financial and personnel resources to maximize educational achievement</p> <p>5.5 High student and customer satisfaction with services, systems, and schools</p>		

ADOPTED: 11/18/02

DELETED: 12/12/22