

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

**AGENDA FOR MONDAY, SEPTEMBER 20, 2021 AT 6:00 PM
REGULAR SCHOOL BOARD MEETING**

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

Public may access this electronic meeting at the following link:

<https://milford.webex.com/milford/onstage/g.php?MTID=ead57441fdae84e59d1bae8cbeb6ef98d>

Event password: board

Event Number: 2624 760 4885

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

Dial in: +1-415-655-0001

Access code: 2624 760 4885

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 for a return into regular session 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 August 23, 2021 Action Item
- B. Regular Meeting Minutes for September 3, 2021 Action Item

5. Adjournment to Executive Session Action Item

- A. Personnel Matters – See 29 Del. C § 10004(b)(9)
 - 1. Discussion of the personnel report and the competencies of staff recommended for hire.

B. Discussion of Tax Exemption Request Case 2021-7

6. **Return to Open Session (anticipated at 7:00 pm) Action Item**
7. **Personnel – Dr. Jason Peel**
 - A. Personnel Action Item
 - B. Optional Rapid COVID Testing Program Action Item
8. **Changes to Agenda**
9. **Public Comment**
10. **Superintendent's Report**
 - A. Recognitions
 - B. State COVID Leave Extension Action Item
11. **Business – Dr. Sara Croce**
 - A. Monthly Revenue and Expenditure Reports as of July 31, 2021 Action Item
 - B. Monthly Revenue and Expenditure Reports as of August 31, 2021 Action Item
 - C. MSD Financial Position Report Action Item
 - D. Tax Exemption Request Case 2021-7 Action Item
12. **Buildings and Grounds – Mr. Mike Sharp**
 - A. Engineering Services for Milford High School Turf Fields Replacement Action Item
13. **Hispanic Heritage Month Proclamation Introduced by Mr. Rony Baltazar-Lopez Action Item**
14. **Board Discussion**
 - A. Revised Board Policy 5110 Eighth Grade High School Interscholastic Athletics Participation Pilot Action Item
 - B. Revised Draft Board Policy 6303 Diploma Requirements (or Graduation Policy) – Read Only
 - C. Revised Draft Board Policy 4215 Work Rules for Non-Certified Personnel – Read Only
 - D. Delete Board Policy 4222 Milford School District Driver Minimum Duties – Read Only
 - E. Delete Board Policy 4302(b) Local Salary Supplement: Technology Assistants – Read Only
 - F. Revised Draft Board Policy 4302(c) Local Salary Supplement: Technology Specialists – Read Only
 - G. Revised Draft Board Policy 4303(b) Local Salary Supplement: Chief Custodian – Read Only
 - H. Revised Draft Board Policy 4304 Local Salary Supplement: Food Service Manager – Read Only
 - I. Revised Draft Board Policy 4323(a) Local Salary Supplement: Cafeteria Workers – Read Only
 - J. Revised Draft Board Policy 4328 Salary Schedule: Bus Driver/Bus Aide on District Owned Buses – Read Only
15. **Adjournment Action Item**



MILFORD SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR BOARD MEETING – AUGUST 23, 2021

Board Members

Mr. J. Miller, Pres.
Mr. R. Baltazar-Lopez, VP
Dr. A. Brownstein
Mr. S. Fitzgerald
Mr. K. Thompson
Mr. D. Vezmar
Mrs. J. Wylie
Dr. K. Dickerson, Exec. Sec.

Admin. Present

Dr. Peel
Dr. Amory
Ms. Manges
Mr. Diaz
Mrs. McKenzie
Mr. Zoll
Mrs. Hallman
Dr. Kilgore
Mrs. Bruns
Dr. Hazzard
Dr. Croce
Dr. Gaglione
Mr. Sharp
Mr. Parsley
Mrs. Wallace
Mr. Buford
Ms. Cooper
Ms. Moorman

Public

D. Forrest
C. Stevenson
C. Davis
K. Furry
B. Barr
D. Hilligoss
K. Sharp
J. Del Rossi
T. Richter
M. Hardy
M. Connor
A. Larder
J. Purcell
J. Yeatman
T. Rains

Public

T. Blocker
T. Gerken
B. Baylis
A. Connell
M. Bucher
A. Wolfenden
K. Voshell
E. Hayes
J. Willey
S. Willey
S. Stutzman
B. Stutzman
G. Jones
K. Fry
J. Rowan
L. Stutzman
B. Jones
R. Lynch
J. Morgan
L. King
P. Jester
P. Hudson
E. Coverdale
S. Wilkins
G. Layton
S. Simon
C. Beth
R. Masten
G. Ellingsworth
L. Ellingsworth
C. Sheer
C. Jester
D. Waybright
J. Urban
L. Malley
D. Saxon
K. Petters
J. Sterling
E. Sterling
K. Atty
J. Maloney
M. Hovattez
E. Bryan
K. Muir
L. Donovan

Public

J. Hodne
D. Marvel
J. Paskey
J. Catania
S. Patton
B. Tebbens
K. Wills
D. Reisinger
G. Jones
W. Fox
C. Shear
M. Bowers
M. Stevenson
J. Cinelli
K. Mumford
J. Massotti
A. Fitzgerald
J. Stevenson
P. James
S. McWife
H. Fry
T. Lancaster
L. Barr
T. Walls
P. Zabel
B. Shupe
J. Dodd
A. Sharp
Y. Dennehy
K. Lynch
K. Gray
D. Johnson
C. Bontrager
A. Garnett
K. Willey
S. Venett
N. Willey
B. Neeman
J. Stevens
P. James
K. Fitzhugh
K. Welch
S. Sperry
B. Daniels

Public

P. Seibel
R. Gilewski
A. Slonacher
L. French
M. Dondarski
N. Pletcher
J. Hazzard
B. Grier
K. Herrman
J. Morris
K. Davis
H. Travitz
J. Hill
M. Gaglione
E. Deeb
D. Mitchell
J. Hale
Lori B.
W. Cintron
Mandi H.
M. Messick
E. Allen
C. Mumford
S. Hague
M. Stone
V. Campbell
W. Dodge
S. O'Kelley
H. Smith
S. Buford
H. Motter
A. Walls
J. Smith
K. O'Brien
D. Dixon
E. Rhoades
D. McKee
K. Campbell
R. Brown
K. Blizzard
S. Forrest
J. Rash
P. Connelly
A. McClements

Public

K. Tinsley
K. Bowski
N. Zychal
C. Hills
D. Deinert
K. Galati
J. Clukey
J. Fitzgerald
D. Long
K. Kenton
A. Lessner
N. Stutzman
O. LaRagione
C. Millman
C. Tkach
S. Hodne
J. James
S. Bucic
P. Kokomo
L. McMillan
B. Feynolds
K. Conway
S. Puddicombe
S. Pletcher
K. Caraballo
C. Herring
J. Dick
J. Hall
S. Powell
C. Zychal
E. Roche
R. Benton
J. Purcell
N. Marvel
K. Snyder
J. Morris
S. Vecchioli
D. Johnson
M. Thompson
A. Reynolds
T. Thomas
K. Kenton
S. Powell
J. Denney

Public

B. Johnson
H. Mantz
C. Gerken
K. Phillips
B. Skinner
K. Norenberg
S. Bennett
K. Herd
D. Hynson
A. McPike
M. Faulkner
C. Donovan
A. Grant
M. Tyndall
B. Rutt
A. Myers
M. Davis
J. Coverdale
D. Woodward
D. Kessel
C. Meszaros
A. Zanks
P. Heritage
Y. White
J. Hale
S. Delli Paoli
Y. Messick
J. Arthur
S. Willey
S. Clifton
C. Holleger
A. Mills
E. Bryan
T. Torres
L. Brewington
T. Zoll
K. Stahl
A. Lockwood
S. Prouse
E. Dukes
L. Russell
L. Sschenke
L. Passwaters
M. Parnell

The Regular Meeting of the Milford Board of Education was called to order by President Mr. Miller at 6:01 PM on Monday evening, August 23, 2021.

ADJOURNMENT TO EXECUTIVE SESSION

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

MOTION MADE BY MR. VEZMAR/SECONDED BY MR. THOMPSON to adjourn Executive Session at 7:10 PM. **Motion passed unanimously.**

President Miller reminded everyone that in accordance with the State's mask mandate whenever students are present in a school building everyone must wear a mask.

PLEDGE OF ALLEGIANCE

APPROVAL OF MINUTES

MOTION MADE BY MR. VEZMAR/SECONDED BY MR. THOMPSON to approve the Regular Meeting Minutes for August 2, 2021. **Motion passed unanimously.**

CHANGES TO AGENDA

Dr. Dickerson requested the following changes to the agenda: Move #17 Personnel to after #8 Changes to the Agenda, and to delete the following items: #10A Recognitions, #10B Referendum Presentation, #10C Upcoming Community Presentations, #13 Business, #15 Buildings and Grounds, #16 Board Discussion. President Miller recommended to move #9 Public Comment to the end of the agenda. President Miller noted that nothing additional was added and the agenda was streamlined to allow more time for public comment.

MOTION MADE BY MR. THOMPSON/SECONDED BY DR. BROWNSTEIN to approve the updated/revised agenda for the August 23, 2021 board meeting. **Motion passed unanimously.**

PERSONNEL

Personnel Updates

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

SUPERINTENDENT'S REPORT

Approval of Notice of Special Election

MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MRS. WYLIE to approve the Notice of Special Election as presented and as may be amended by the Department of Justice and Department of Elections from time to time. **Motion passed unanimously.**

Disabled Veterans Property Tax Credit

MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MR. THOMPSON to approve the Disabled Veterans Property Tax Credit as per House Bill 214. **Motion passed unanimously**

2021-2022 School Resource Officer Agreement Addendum with City of Milford

MOTION MADE BY MR. THOMPSON/SECONDED BY MR. VEZMAR to approve the 2021-2022 School Resource Officer Agreement Addendum with the City of Milford. **Motion passed unanimously.**

RETURN TO SCHOOL UPDATE – Dr. Amory, Dr. Hazzard, Mr. LoBiondo

Dr. Amory reviewed the 2021-2022 Return to School Plan. Dr. Hazzard explained social-emotional supports available for students and families and, on behalf of Mr. LoBiondo, Dr. Amory mentioned that if there are any questions concerning transportation to please email or call the transportation office.

Hispanic Heritage Month Proclamation was introduced by Mr. Baltazar-Lopez as a Read Only item. Mr. Baltazar-Lopez asked that the district update the Hispanic students and ELL percentages listed within the proclamation.

Statement Regarding Face Coverings – Mr. Fitzgerald read a statement expressing his opinion against students having to wear masks in school. Dr. Brownstein read a statement expressing his opinion against the requirement of wearing face coverings in school. Mr. Baltazar-Lopez expressed his opinion supporting students wearing masks. Mr. Vezmar expressed his opinion supporting students wearing masks. Mrs. Wylie expressed her opinion supporting students wearing masks.

PUBLIC COMMENT – President Miller asked that during public comment people be respectful of other people's viewpoints. He also reminded them that per policy there is a 5-minute time limit. Students were present in the audience, President Miller asked again that in accordance with the Governor's mask mandate people wear masks (except for people with medical exception). Dr. Brownstein requested that they wear masks so that their messages could be heard. To allow time for people to comply with the mandate the Board went into recess.

MOTION TO RECESS

MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MR. VEZMAR to recess at 7:54 PM. **Motion passed unanimously.**

MOTION MADE BY MR. VEZMAR/SECONDED BY MR. FITZGERALD to adjourn recess at 8:12 PM. **Motion passed unanimously.**

The following people expressed their opinions supporting students not being required to wear masks in school: Mr. Tebben, Ms. Wills, Mr. Urban, Mr. Reisinger, Mr. Fox, Mr. Bowers, Ms. Stevenson, Ms. Mumford, Ms. Fitzgerald, and Mr. Stevenson. Ms. Paskey expressed her concerns regarding students with anxiety or disabilities having to wear masks in school. Mr. Catania expressed his concerns about critical race theory curriculum. Ms. Jones expressed her concerns for bus drivers, and the shortage of bus drivers nationally and in Delaware. Ms. Massotti expressed her support of parental choice for their children in regard to mask wearing in school.

Ms. Cinelli-Miller, Ms. Donovan, and Ms. Puddicombe expressed their opinions supporting students wearing masks in school.

ADJOURNMENT

MOTION MADE BY MR. VEZMAR/SECONDED BY MRS. WYLIE that the Regular Meeting of the Milford Board of Education held on Monday, August 23, 2021 adjourn @ 9:16 PM. **Motion passed unanimously.**

MILFORD SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR BOARD MEETING
SEPTEMBER 3, 2021

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

The Regular Meeting of the Milford Board of Education was called to order by President Miller at 8:00 AM on Friday morning, September 3, 2021.

PLEDGE OF ALLEGIANCE

ADJOURNMENT TO EXECUTIVE SESSION

MOTION MADE BY MR. THOMPSON/SECONDED BY MR. VEZMAR to adjourn into Executive Session at 8:01 AM. **Motion passed unanimously.**

MOTION MADE BY MR. THOMPSON/SECONDED BY MRS. WYLIE to adjourn Executive Session at 8:13 AM. **Motion passed unanimously.**

PERSONNEL

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

PUBLIC COMMENT – None.

ADJOURNMENT

MOTION MADE BY MR. BALTAZAR-LOPEZ/SECONDED BY MR. VEZMAR that the Regular Meeting of the Milford Board of Education held on Friday, September 3, 2021 adjourn at 8:15 AM. **Motion passed unanimously.**

Kevin Dickerson, Executive Secretary

Theresa Blocker, Recording Secretary



DELAWARE HEALTH AND SOCIAL SERVICES

Division of Public Health

SCHOOL-BASED COVID-19 TESTING: EXPECTATIONS AND GUIDELINES

The COVID-19 pandemic has affected communities worldwide. COVID-19 has a variety of symptoms ranging from mild to severe, including fever/chills, cough, fatigue, shortness of breath, new loss of taste or smell, sore throat, congestion, headache, nausea or vomiting, and diarrhea. For more about COVID-19 and prevention, visit <https://coronavirus.delaware.gov>. Alternatively, you can call 2-1-1 or text your ZIP code to 898-211, which provides accessible information for individuals who are deaf or hard of hearing. For more information about COVID-19 testing visit de.gov/coronavirus.delaware.gov/testing.

Testing is essential to preventing the spread of COVID-19 in our community. Your School District is partnering with the Division of Public Health (DPH) to offer free COVID-19 testing for staff and students. DPH has partnered with Quidel, a diagnostic healthcare company, to administer the tests. The test takes a few minutes to perform and can be completed in a few simple steps. The key stages of the testing process for students are outlined below. If you have any questions about testing, contact your child's school nurse or email DPHCall@delaware.gov.

Consent and Intake

To consistently monitor your test results, DPH and your child's school will collect some basic identifying information from you. **Complete the attached consent form.** You may also request a consent form by calling your school nurse.

Testing

The test your child will receive is an antigen test, also referred to as a rapid test. Antigen tests work by detecting protein fragments specific to COVID-19. Turnaround time for results is very quick; in some cases, results can be reported within 15 minutes.

Collecting a test specimen involves inserting a small swab into the front of the nose. Students will complete the test themselves with supervision and assistance from testing staff.

Results and Reporting

Your child's test results will be reported to you, your child's school, and the appropriate local, state, and federal agencies. There are two possible test results:

Positive. The COVID-19 virus was detected. Students who test positive from COVID-19 will not be permitted to return to class or ride the bus home. A parent/guardian must pick up the student.

The student testing positive will also need to receive an additional polymerase chain reaction (PCR) test within 48 hours to confirm the result. The school may assist the student with obtaining a PCR test. Otherwise, you can contact your child's primary care provider about getting a PCR test, or visit de.gov/gettested to locate a test site near you. The additional PCR test will confirm whether your child has COVID-19 when results are received—typically within three days. Please contact your child's doctor immediately with positive tests results to discuss what you should do next and then inform the school. If your child doesn't have a primary care provider, visit de.gov/getmyvaccine for a list of public health clinics near you. Students testing positive should remain home for at least 10 days since their positive test, and at least 24 hours after fevers have resolved without the use of fever-lowering medications.

Negative. The COVID-19 virus was not detected. Antigen tests sometimes return incorrect negative results in people who have COVID-19. If your child has symptoms or you have concerns about exposure to COVID-19, call your child's doctor.

Parents/guardians will be contacted each time your child is tested via a notification sent home with your student. You will only receive a phone call on the day of testing if your child tests positive. If you have any questions about your test results, even if the result was negative and you do not suspect exposure, please contact your child's school nurse or doctor.

MILFORD SCHOOL DISTRICT
Fiscal Year 2021 Monthly Revenue Report
As of July 31, 2021
8.3% of the Fiscal Year completed

REVENUE SOURCE	Preliminary FY 2022 Budget	Actual to date	% received
STATE FUNDS			
Formula Salaries	23,788,494.08	27,815,735.00	116.93%
Cafeteria Salaries	475,416.80	534,844.00	112.50%
Division II, All Other Costs	902,811.00	147,181.00	16.30%
Division II, All Other Costs - VOC	113,042.00	84,782.00	75.00%
Division II, Energy	788,951.00	710,056.00	90.00%
Division III, Equalization	5,675,768.00	5,050,297.00	88.98%
State Transportation	2,933,384.57	1,537,505.00	52.41%
Homeless Transportation	196,566.00	98,283.00	50.00%
Foster Care Transportation	55,121.70	27,561.00	50.00%
Transportation Supply	1,000.00	1,000.00	100.00%
Related Services Cash Option	52,604.28	94,688.00	180.00%
Drivers' Education	19,113.00	17,202.00	90.00%
Unique Alternatives	238,232.26	238,232.00	100.00%
Professional Development	-	20,598.00	
Delaware Sustainment Fund	811,121.00	730,009.00	90.00%
Academic Excellence Cash Option	-	-	
Technology Block Grant	108,554.00	97,700.00	90.00%
World Language Expansion	38,451.21	-	0.00%
Education Opportunity Grant	659,612.50	1,231,277.00	186.67%
Education Opportunity Grant - Mental Health	208,147.50	208,148.00	100.00%
Student Success Block Grant - K-3	119,274.00	-	0.00%
Student Success Block Grant - Reading	162,134.00	330,148.00	203.63%
Child Safety Awareness	5,062.00	5,062.00	100.00%
Minor Capital Improvements	409,948.00	-	0.00%
Major Capital Improvements	-	-	
TOTAL STATE FUNDS	37,762,808.90	38,980,308.00	103.22%
LOCAL FUNDS			
Current Expense (tax rate)	8,884,200.00	44,172.88	0.50%
Current Expense (capitations)	200.00	-	0.00%
Athletics	10,000.00	-	
Interest	285,000.00	-	0.00%
Building Rental	4,500.00	-	0.00%
Other Local Revenue	18,500.00	-	0.00%
Sol - Systems	1,500.00	-	0.00%
Energy Curtailment	15,000.00	-	0.00%
CSCR	15,000.00	-	0.00%
Indirect Costs	75,000.00	5,597.47	7.46%
Cafeteria	1,250,000.00	131,623.38	10.53%
Net Choice Billings	(164,893.80)	-	0.00%
Net Charter Billings	(165,738.77)	-	0.00%
Tuition Billings	(2,100,000.00)	-	0.00%
Social Studies Coalition/Donations	107,000.00	4,985.00	4.66%
Debt Service	1,250,000.00	6,285.53	0.50%
Debt Service - County Impact Fees	78,343.00	-	0.00%
Tuition	2,800,000.00	14,078.69	0.50%
Minor Capital Improvements	273,299.00	1,373.58	0.50%
E-Rate	5,500.00	-	0.00%
Education Opportunity Match	-	-	
Extra Time Local Match	-	-	
Reading and Match Specialist Match	-	-	
Technology Maintenance Match	-	-	
Major Capital Improvements	-	-	
TOTAL LOCAL FUNDS	12,642,409.43	208,116.53	1.65%
FEDERAL FUNDS			
IDEA Part B	1,126,652.00	-	0.00%
IDEA - Preschool	55,709.00	-	0.00%
Title I	1,973,009.00	-	0.00%
Title II	353,387.00	-	0.00%
Title III English Acquisition	64,917.00	-	0.00%
School Emergency Relief (ESSERF)	-	-	
Perkins	125,895.00	-	0.00%
TOTAL FEDERAL/OTHER FUNDS	3,699,569.00	-	0.00%
GRAND TOTAL ALL FUNDS	54,104,787.33	39,188,424.53	72.43%

Milford School District
Monthly Report of Expenditures
For the month ended July 31, 2021

		Preliminary				
Operating Unit	Budget Line	Budget Amount	Encumbered	Expended	Budget Remaining	% Remaining
9180668A	Benjamin Banneker Elementary School	\$ 46,526.40	3,000.00	995.43	\$ 42,530.97	91.41%
9180670A	Evelyn I. Morris Early Childhood Center	\$ 48,971.80	-	696.61	\$ 48,275.19	98.58%
9180672A	Lulu M. Ross Elementary School	\$ 65,144.00	3,500.00	567.85	\$ 61,076.15	93.76%
9180673A	Mispillion Elementary School	\$ 50,747.20	-	883.58	\$ 49,863.62	98.26%
9180675A	Milford Central Academy	\$ 102,334.00	10,136.15	1,684.24	\$ 90,513.61	88.45%
9180678A	Milford Senior High School	\$ 131,384.00	733.62	392.87	\$ 130,257.51	99.14%
99900000	Board Of Ed/District Expenses	\$ 9,000.00	-	-	\$ 9,000.00	100.00%
	School Resource Officer	\$ 165,000.00	-	-	\$ 165,000.00	100.00%
99900100	Legal Services, Audit and Insurance Premiums	\$ 180,000.00	1,688.00	-	\$ 178,312.00	99.06%
99900300	District Expenditures	\$ 35,000.00	-	1,468.92	\$ 33,531.08	95.80%
	School Safety and Security	\$ -			\$ -	
	Public Relations and Communication	\$ 10,000.00	-	-	\$ 10,000.00	100.00%
	Copy Center (District Wide)	\$ 98,500.00	85,504.25	8,068.27	\$ 4,927.48	5.00%
	Student Emergency Fund	\$ 4,000.00	-	-	\$ 4,000.00	100.00%
99910100	Superintendent	\$ 1,500.00	422.36	34.36	\$ 1,043.28	69.55%
99920000	World Language Immersion (State Grant)	\$ 38,451.21	-	-	\$ 38,451.21	100.00%
	Educator Accountability (State Grant)	\$ 1,200.00	-		\$ 1,200.00	
	Student Success Block Grant (Reading)	\$ 162,134.00	-	32,919.19	\$ 129,214.81	79.70%
	Opportunity Grant Mental Health	\$ 208,147.50	-	-	\$ 208,147.50	100.00%
	Education Opportunity Grant	\$ 659,612.50	-	-	\$ 659,612.50	100.00%
	Summer School	\$ 30,000.00	-	-	\$ 30,000.00	100.00%
	Translators	\$ 20,000.00	-	80.02	\$ 19,919.98	99.60%
	Extra Time Programs	\$ 30,000.00	-	-	\$ 30,000.00	100.00%
	Curriculum and Instruction	\$ 267,200.00	-	-	\$ 267,200.00	100.00%
99920700	Athletics - High School	\$ 170,000.00	30,365.30	2,600.51	\$ 137,034.19	80.61%
	Athletics - Milford Central Academy	\$ 30,000.00	-	-	\$ 30,000.00	100.00%
99920800	Driver's Education	\$ 19,113.00	-	6,191.73	\$ 12,921.27	67.60%
99930200	Tuition - Special Services	\$ 584,500.00	-	6,102.03	\$ 578,397.97	98.96%
	Tuition - Special Services - ILC	\$ 315,000.00	1,385.66	53,439.82	\$ 260,174.52	82.60%
	Unique Alternatives (State Funds)	\$ 238,232.26	-	-	\$ 238,232.26	75.63%
99930300	Special Services	\$ 49,000.00	-	2,396.86	\$ 46,603.14	95.11%
	Student Success Block Grant (K-3 Basic)	\$ 119,274.00	-	-	\$ 119,274.00	100.00%
	Special Services - State Related Services	\$ 52,604.28	-	-	\$ 52,604.28	100.00%
99940100	Contingencies and One-Time Items	\$ 500,000.00	-	-	\$ 500,000.00	100.00%
99940200	Division I/Formula Salaries	\$ 23,788,494.08	-	3,469,012.25	\$ 20,319,481.83	85.42%
99940300	Division II - Vocational	\$ 113,042.00	-	597.06	\$ 112,444.94	99.47%
99940400	Division III/Local Salaries	\$ 11,072,500.00	-	1,189,430.90	\$ 9,883,069.10	89.26%
	Union agreed Limited Contracts	\$ 385,000.00	-	2,654.06	\$ 382,345.94	99.31%
99940500	Title I	\$ 1,973,009.00	-	-	\$ 1,973,009.00	100.00%
	Title II	\$ 353,387.00	-	-	\$ 353,387.00	100.00%
	Title III	\$ 64,917.00	-	-	\$ 64,917.00	100.00%
	IDEA Part B	\$ 1,126,652.00	-	-	\$ 1,126,652.00	100.00%
	IDEA Preschool	\$ 55,709.00	-	-	\$ 55,709.00	100.00%
	Perkins	\$ 125,895.00	-	-	\$ 125,895.00	100.00%
	Homeless	\$ -	-	-	\$ -	
	Other Federal Grants	\$ -	-	-	\$ -	
99940600	Insurance Expense	\$ 105,153.00	-	-	\$ 105,153.00	100.00%
99940700	Social Studies Coalition/Donations	\$ 107,000.00	-	-	\$ 107,000.00	100.00%
99940810	Technology Equipment & Repair	\$ 272,800.00	5,077.92	92,540.42	\$ 175,181.66	64.22%
	Technology Block Grant	\$ 108,554.00	-	-	\$ 108,554.00	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	422.36	34.36	\$ 9,543.28	95.43%
99960000	Child Nutrition Operations	\$ 1,190,572.80	457,145.75	248,720.94	\$ 484,706.11	40.71%
	Cafeteria Salaries	\$ 534,844.00	-	-	\$ 534,844.00	100.00%
99960100	Facilities Maintenance	\$ 90,000.00	-	419.33	\$ 89,580.67	99.53%
	Custodial Services and Supplies	\$ 90,000.00	-	10,690.88	\$ 79,309.12	88.12%
99960200	Operations and Utilities	\$ 385,395.00	7,093.78	4,711.48	\$ 373,589.74	96.94%
	Energy Division II	\$ 710,056.00	-	-	\$ 710,056.00	100.00%
99960300	State Transportation	\$ 2,933,384.57	-	-	\$ 2,933,384.57	100.00%
	State Homeless Transportation	\$ 196,566.00	-	-	\$ 196,566.00	100.00%
	State Foster Transportation	\$ 55,121.70	-	-	\$ 55,121.70	100.00%
	Transportation Supplies	\$ 1,000.00	638.44	58.52	\$ 303.04	30.30%
99960400	Transportation Internal Budget (Local)	\$ 23,000.00	1,000.00	-	\$ 22,000.00	95.65%
	Local Activities Transportation	\$ 3,000.00	-	-	\$ 3,000.00	100.00%
	Local Homeless Transportation Match	\$ 21,840.67	-	-	\$ 21,840.67	100.00%
	Local Transportation Match	\$ 325,510.63	-	-	\$ 325,510.63	100.00%
Total Operating Budget		\$ 50,749,979.60	\$ 608,113.59	\$ 5,137,392.49	\$ 45,004,473.52	88.68%
99970000	Local Debt Service	\$ 1,187,584.61	-	-	\$ 1,187,584.61	100.00%
99970200	Minor Capital Improvements	\$ 683,247.00	-	-	\$ 683,247.00	100.00%
Total Capital Budget		\$ 1,870,831.61	\$ -	\$ -	\$ 1,870,831.61	100.00%
Grand Total		\$ 52,620,811.21	\$ 608,113.59	\$ 5,137,392.49	\$ 46,875,305.13	89.08%

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
Fiscal Year 2021 Monthly Revenue Report
As of August 31, 2021
16.7% of the Fiscal Year completed

REVENUE SOURCE	Preliminary FY 2022 Budget	Actual to date	% received
STATE FUNDS			
Formula Salaries	23,788,494.08	27,815,735.00	116.93%
Cafeteria Salaries	475,416.80	534,844.00	112.50%
Division II, All Other Costs	902,811.00	147,181.00	16.30%
Division II, All Other Costs - VOC	113,042.00	84,782.00	75.00%
Division II, Energy	788,951.00	710,056.00	90.00%
Division III, Equalization	5,675,768.00	5,050,297.00	88.98%
State Transportation	2,933,384.57	1,537,505.00	52.41%
Homeless Transportation	196,566.00	98,283.00	50.00%
Foster Care Transportation	55,121.70	27,561.00	50.00%
Transportation Supply	1,000.00	1,000.00	100.00%
Related Services Cash Option	52,604.28	94,688.00	180.00%
Drivers' Education	19,113.00	17,202.00	90.00%
Unique Alternatives	238,232.26	238,232.00	100.00%
Professional Development	-	20,598.00	
Delaware Sustainment Fund	811,121.00	730,009.00	90.00%
Academic Excellence Cash Option	-	-	
Technology Block Grant	108,554.00	97,700.00	111.11%
Educator Accountability (CPR)	-	2,500.00	
World Language Expansion	38,451.21	-	0.00%
Education Opportunity Grant	659,612.50	1,231,277.00	186.67%
Education Opportunity Grant - Mental Health	208,147.50	208,148.00	100.00%
Student Success Block Grant - K-3	119,274.00	-	0.00%
Student Success Block Grant - Reading	162,134.00	330,148.00	203.63%
Child Safety Awareness	5,062.00	5,062.00	100.00%
Minor Capital Improvements	409,948.00	-	0.00%
Major Capital Improvements	-	-	
TOTAL STATE FUNDS	37,762,808.90	38,982,808.00	103.23%
LOCAL FUNDS			
Current Expense (tax rate)	8,884,200.00	103,140.40	1.16%
Current Expense (capitations)	200.00	-	0.00%
Athletics	10,000.00	-	
Interest	285,000.00	-	0.00%
Building Rental	4,500.00	-	0.00%
Other Local Revenue	18,500.00	-	0.00%
Sol - Systems	1,500.00	-	0.00%
Energy Curtailment	15,000.00	-	0.00%
CSCR	15,000.00	-	0.00%
Indirect Costs	75,000.00	12,495.30	16.66%
Cafeteria	1,250,000.00	204,033.19	16.32%
Net Choice Billings	(164,893.80)	-	0.00%
Net Charter Billings	(165,738.77)	-	0.00%
Tuition Billings	(2,100,000.00)	-	0.00%
Social Studies Coalition/Donations	107,000.00	12,985.00	12.14%
Debt Service	1,250,000.00	14,676.13	1.17%
Debt Service - County Impact Fees	78,343.00	-	0.00%
Tuition	2,800,000.00	32,872.78	1.17%
Minor Capital Improvements	273,299.00	3,207.28	1.17%
E-Rate	5,500.00	-	0.00%
Education Opportunity Match	-	-	
Extra Time Local Match	-	-	
Reading and Match Specialist Match	-	-	
Technology Maintenance Match	-	-	
Major Capital Improvements	-	-	
TOTAL LOCAL FUNDS	12,642,409.43	383,410.08	3.03%
FEDERAL FUNDS			
IDEA Part B	1,126,652.00	-	0.00%
IDEA - Preschool	55,709.00	-	0.00%
Title I	1,973,009.00	-	0.00%
Title II	353,387.00	-	0.00%
Title III English Acquisition	64,917.00	-	0.00%
School Emergency Relief (ESSERF)	-	-	
Perkins	125,895.00	-	0.00%
TOTAL FEDERAL/OTHER FUNDS	3,699,569.00	-	0.00%
GRAND TOTAL ALL FUNDS	54,104,787.33	39,366,218.08	72.76%

Milford School District
Monthly Report of Expenditures
For the month ended August 31, 2021

Operating Unit	Budget Line	Preliminary			%	
		Budget Amount	Encumbered	Expended	Budget Remaining	Remaining
9180668A	Benjamin Banneker Elementary School	\$ 46,526.40	3,525.52	2,127.88	\$ 40,873.00	87.85%
9180670A	Evelyn I. Morris Early Childhood Center	\$ 48,971.80	9,621.00	5,167.89	\$ 34,182.91	69.80%
9180672A	Lulu M. Ross Elementary School	\$ 65,144.00	4,119.18	2,053.54	\$ 58,971.28	90.52%
9180673A	Mispillion Elementary School	\$ 50,747.20	2,309.00	883.58	\$ 47,554.62	93.71%
9180675A	Milford Central Academy	\$ 102,334.00	8,691.86	9,717.44	\$ 83,924.70	82.01%
9180678A	Milford Senior High School	\$ 131,384.00	-	1,714.53	\$ 129,669.47	98.70%
99900000	Board Of Ed/District Expenses	\$ 9,000.00	-	-	\$ 9,000.00	100.00%
	School Resource Officer	\$ 165,000.00	125,000.00	-	\$ 40,000.00	24.24%
99900100	Legal Services, Audit and Insurance Premiums	\$ 180,000.00	1,688.00	-	\$ 178,312.00	99.06%
99900300	District Expenditures	\$ 35,000.00	-	3,592.76	\$ 31,407.24	89.73%
	Public Relations and Communication	\$ 10,000.00	7,180.00	-	\$ 2,820.00	28.20%
	Copy Center (District Wide)	\$ 98,500.00	77,435.98	16,136.54	\$ 4,927.48	5.00%
	Student Emergency Fund	\$ 4,000.00	-	-	\$ 4,000.00	100.00%
99910100	Superintendent	\$ 1,500.00	381.85	274.87	\$ 843.28	56.22%
99920000	World Language Immersion (State Grant)	\$ 38,451.21	-	-	\$ 38,451.21	100.00%
	Educator Accountability (State Grant)	\$ 1,200.00	-	-	\$ 1,200.00	100.00%
	Student Success Block Grant (Reading)	\$ 162,134.00	-	68,746.22	\$ 93,387.78	57.60%
	Opportunity Grant Mental Health	\$ 208,147.50	-	-	\$ 208,147.50	100.00%
	Education Opportunity Grant	\$ 659,612.50	-	167.04	\$ 659,445.46	99.97%
	Summer School	\$ 30,000.00	-	-	\$ 30,000.00	100.00%
	Translators	\$ 20,000.00	-	1,011.23	\$ 18,988.77	94.94%
	Extra Time Programs	\$ 30,000.00	-	-	\$ 30,000.00	100.00%
	Curriculum and Instruction	\$ 267,200.00	972.30	11,698.10	\$ 254,529.60	95.26%
99920700	Athletics - High School	\$ 170,000.00	22,772.50	18,364.81	\$ 128,862.69	75.80%
	Athletics - Milford Central Academy	\$ 30,000.00	-	1,685.00	\$ 28,315.00	94.38%
99920800	Driver's Education	\$ 19,113.00	-	12,954.33	\$ 6,158.67	32.22%
99930200	Tuition - Special Services	\$ 584,500.00	-	26,407.31	\$ 558,092.69	95.48%
	Tuition - Special Services - ILC	\$ 315,000.00	1,329.53	92,537.00	\$ 221,133.47	70.20%
	Unique Alternatives (State Funds)	\$ 238,232.26	-	44,397.19	\$ 193,835.07	61.53%
99930300	Special Services	\$ 49,000.00	13,884.43	4,230.36	\$ 30,885.21	63.03%
	Student Success Block Grant (K-3 Basic)	\$ 119,274.00	-	-	\$ 119,274.00	100.00%
	Special Services - State Related Services	\$ 52,604.28	-	-	\$ 52,604.28	100.00%
99940100	Contingencies and One-Time Items	\$ 500,000.00	103,897.05	-	\$ 396,102.95	79.22%
99940200	Division I/Formula Salaries	\$ 23,788,494.08	-	5,872,274.33	\$ 17,916,219.75	75.31%
99940300	Division II - Vocational	\$ 113,042.00	-	597.06	\$ 112,444.94	99.47%
99940400	Division III/Local Salaries	\$ 11,072,500.00	-	1,980,386.10	\$ 9,092,113.90	82.11%
	Union agreed Limited Contracts	\$ 385,000.00	-	2,654.06	\$ 382,345.94	99.31%
99940500	Title I	\$ 1,973,009.00	-	-	\$ 1,973,009.00	100.00%
	Title II	\$ 353,387.00	-	-	\$ 353,387.00	100.00%
	Title III	\$ 64,917.00	-	-	\$ 64,917.00	100.00%
	IDEA Part B	\$ 1,126,652.00	-	-	\$ 1,126,652.00	100.00%
	IDEA Preschool	\$ 55,709.00	-	-	\$ 55,709.00	100.00%
	Perkins	\$ 125,895.00	-	-	\$ 125,895.00	100.00%
	Homeless	\$ -	-	-	\$ -	-
	Other Federal Grants	\$ -	-	-	\$ -	-
99940600	Insurance Expense	\$ 105,153.00	-	-	\$ 105,153.00	100.00%
99940700	Social Studies Coalition/Donations	\$ 107,000.00	338.00	-	\$ 106,662.00	99.68%
99940810	Technology Equipment & Repair	\$ 272,800.00	5,350.95	104,023.60	\$ 163,425.45	59.91%
	Technology Block Grant	\$ 108,554.00	3,985.00	-	\$ 104,569.00	96.33%
99940900	Tuition Reimbursement - Administration	\$ 15,000.00	-	-	\$ 15,000.00	100.00%
	Tuition Reimbursement	\$ 70,000.00	-	-	\$ 70,000.00	100.00%
99950000	Personnel/Human Resources	\$ 10,000.00	381.85	2,929.93	\$ 6,688.22	66.88%
99960000	Child Nutrition Operations	\$ 1,190,572.80	456,664.52	318,418.76	\$ 415,489.52	34.90%
	Cafeteria Salaries	\$ 534,844.00	-	110,841.52	\$ 424,002.48	79.28%
99960100	Facilities Maintenance	\$ 90,000.00	-	3,043.87	\$ 86,956.13	96.62%
	Custodial Services and Supplies	\$ 90,000.00	1,029.90	16,248.59	\$ 72,721.51	80.80%
99960200	Operations and Utilities	\$ 385,395.00	7,513.52	25,249.44	\$ 352,632.04	91.50%
	Energy Division II	\$ 710,056.00	-	-	\$ 710,056.00	100.00%
99960300	State Transportation	\$ 2,933,384.57	-	39,253.90	\$ 2,894,130.67	98.66%
	State Homeless Transportation	\$ 196,566.00	-	-	\$ 196,566.00	100.00%
	State Foster Transportation	\$ 55,121.70	-	-	\$ 55,121.70	100.00%
	Transportation Supplies	\$ 1,000.00	-	-	\$ 1,000.00	100.00%
99960400	Transportation Internal Budget (Local)	\$ 23,000.00	1,575.76	201.20	\$ 21,223.04	92.27%
	Local Activities Transportation	\$ 3,000.00	-	-	\$ 3,000.00	100.00%
	Local Homeless Transportation Match	\$ 21,840.67	-	-	\$ 21,840.67	100.00%
	Local Transportation Match	\$ 325,510.63	-	4,361.55	\$ 321,149.08	98.66%
Total Operating Budget		\$ 50,749,979.60	\$ 859,647.70	\$ 8,804,351.53	\$ 41,085,980.37	80.96%
99970000	Local Debt Service	\$ 1,187,584.61	-	-	\$ 1,187,584.61	100.00%
99970200	Minor Capital Improvements	\$ 683,247.00	-	-	\$ 683,247.00	100.00%
Total Capital Budget		\$ 1,870,831.61	\$ -	\$ -	\$ 1,870,831.61	100.00%
Grand Total		\$ 52,620,811.21	\$ 859,647.70	\$ 8,804,351.53	\$ 42,956,811.98	81.63%

*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.*

Financial Position Report

as of July 1, 2022

Forecast Period: Q1-2022

District: Milford 95-18

Description	Actual Unencumbered	Encumbered	Projected Income 7/1 to 10/15	Projected Available Income through 10/15		Projected Salary 7/1 to 10/15	Projected Non- Salary 7/1 to 10/15	Projected Expenditures through 10/15	Projected Available Balance 10/15		Projected 1 month Local Payroll
Local Expenses	\$19,910,746.65	\$40,151.41	\$921,759.00	\$20,872,657.06		\$6,412,956.74	\$174,529.58	\$6,587,486.32	\$14,285,170.74		\$811,478.00
Div II	\$941,672.78	\$688,332.58	\$0.00	\$1,630,005.36		\$0.00	\$874,013.43	\$874,013.43	\$755,991.93		
Div III	\$5,050,297.00	\$0.00	\$0.00	\$5,050,297.00		\$5,050,297.00	\$0.00	\$5,050,297.00	\$0.00		
Cash Option	\$94,688.00	\$0.00	\$0.00	\$94,688.00		\$0.00	\$38,750.00	\$38,750.00	\$55,938.00		
Other	\$730,009.00	\$0.00	\$0.00	\$730,009.00		\$0.00	\$0.00	\$0.00	\$730,009.00		
Total Discretionary Fund Revenue	\$26,727,413.43	\$728,483.99	\$921,759.00	\$28,377,656.42		\$11,463,253.74	\$1,087,293.01	\$12,550,546.75	\$15,827,109.67		

Approved by Superintendent: _____

Approved by Board President: _____

Preparer: _____

Milford High School Turf Replacement Engineering Services Bid Summary			
Engineering Firm	ELA Sports	Simpers Architech + Associate	JMT Inc.
Point of Contact	Hugh Cadzow	Tim Skibicki	Mark Shrift
Description	Quotes for architecture and engineering services to replace our two athletic turf fields at our secondary campus that were originally installed in 2008. Quoted services cover the pre-design, design, bidding and construction administration phases from the start to the end of		
Turf Engineering Services Quote	\$19,500	\$27,750	\$44,501
Optional Track Engineering Services Quote	\$6,750	\$13,875	\$5,185
Total if we have to replace the Track	\$26,250	\$41,625	\$49,686

Recommended for Award

ELA Turf Engineering Services Quote



Milford School District
Athletic Facility Consulting and Design Services
Synthetic Turf Replacement
PAZ01-352A
August 18, 2021

DESIGN AND CONSULTING SERVICES

This Agreement is made as of the date of Client Authorization by and between ELA SPORT, a Division of the ELA GROUP, INC. (ELA), 743 South Broad Street, Lititz, Pennsylvania 17543 and:

CLIENT

Milford School District
906 Lakeview Avenue
Milford, DE 19958

Attention: Mr. Michael Sharp
Supervisor of Buildings and Grounds
Milford School District

SENT BY EMAIL ONLY

OWNER AND PROJECT

ELA SPORT shall perform services in accordance with the Terms and Conditions for Consulting and Design as included with this Agreement and shall be responsible for the means, methods and procedures used in performing services under this Agreement for the Project.

Owner: Milford School District
906 Lakeview Avenue
Milford, DE 19958

Project: Stadium and Multi-Purpose Field
Synthetic Turf Replacement
Athletic Facility Consulting and
Design Services

BASIC SERVICES FEE

All professional services will be completed for a lump sum total fee. All expenses, as included in the attached Rate Schedule for Consulting Services, shall be compensated in addition to the lump sum fee stipulated below. ELA SPORT proposes to complete the Scope of Basic Services as described on the following page(s) for the following lump sum fee:

Lump Sum Fee: Nineteen Thousand and Five Hundred Dollars (\$19,500.00)
Estimated Reimbursable Expenses: Nine Hundred Dollars (\$900.00)

All invoices will be rendered every four weeks on a percentage of the total fee based upon the professional services completed during the billing period, work in progress, project progress to-date, and reimbursable expenses incurred during the prior month billing period. Fees for all subconsultant services identified in the Scope of Basic Services and as retained by ELA Sport in the performance of the services are considered as part of the stipulated lump sum fee and shall be invoiced at the time of receipt. Fees

ELA optional Track Engineering Services

Milford School District
Athletic Facility Consulting and Design Services
Running Track Resurfacing
PAZ01-352B
August 18, 2021

4. Project related expenses as identified in the attached Rate Schedule for Consulting and Design.

BASIC SERVICES FEE

All professional services will be completed for a lump sum total fee. All expenses, as included in the attached Rate Schedule for Consulting Services, shall be compensated in addition to the lump sum fee stipulated below. ELA SPORT proposes to complete the Scope of Basic Services as described on the previous pages for the following lump sum fee:

Option 1 – Separate Project

Lump Sum Fee: Nine Thousand and Four Hundred Dollars (\$9,400.00)

Estimated Reimbursable Expenses: Eight Hundred Dollars (\$800.00)

Option 2 – Combining Running Track with Synthetic Turf Project

This cost will be added to the stipulated fee in Proposal PAZ01-352A

Lump Sum Fee: Six Thousand Seven Hundred and Fifty Dollars (\$6,750.00)

Estimated Reimbursable Expenses: Eight Hundred Dollars (\$800.00)

All invoices will be rendered every four weeks on a percentage of the total fee based upon the professional services completed during the billing period, work in progress, project progress to-date, and reimbursable expenses incurred during the prior month billing period. Fees for all subconsultant services identified in the Scope of Basic Services and as retained by ELA Sport in the performance of the services are considered as part of the stipulated lump sum fee and shall be invoiced at the time of receipt. Fees for services performed beyond the Scope of Basic Services will not be invoiced unless the Client has approved the work as an Additional Service.

When authorized, Additional Services shall be provided as outlined in an Additional Services Agreement, which shall be considered part of this Agreement and provided in writing prior to performing any work beyond the Scope of Basic Services. Additional Services may be provided on a fixed fee basis, or hourly rate basis, depending on the type and nature of the services required. Services provided on an hourly rate basis will be provided in accordance with our standard rates for professional services. A copy of the 2021 Rate Schedule for Consulting Services for ELA SPORT/ELA GROUP, INC. is attached.

AUTHORIZATION

This AGREEMENT consists of all pages of this Proposal, the Terms and Conditions, Rate Schedule for Consulting Services and any attachments as identified above and constitutes the entire AGREEMENT between ELA SPORT and CLIENT. This AGREEMENT supersedes all prior written or oral understandings.

Compensation for Professional Services

Based on our understanding of the scope of the project and the services requested from us, our proposed lump sum basic services fees are as follows:

- Two Turf Field Replacement: *Twenty-Seven Thousand Seven Hundred Fifty Dollars (\$27,750).*
- Track Replacement: *Thirteen Thousand Eight Hundred Seventy-Five Dollars (\$13,875).*

Topographic Survey Fee

We recommend a topographic survey be performed in advance of the design documentation commencement. This will assist in having accurate existing conditions as well as support the design and construction of proper drainage. The total cost of the survey for the two fields and the track is *Six Thousand Five Hundred (\$6,500).*

BSA+A Team and Consultant

We have teamed with Stephen Parks and Associates to provide the expertise required for the turf field and track replacement design, documentation, and construction administration support. BSA+A will provide the overall project management oversight and will be fully involved in the project from beginning to end. BSA+A and Stephen Parks and Associates have a successful history of working together. Additional information regarding the qualifications of Stephen Parks and Associates will be provided under a separate cover.

Should you have any additional questions regarding this Proposal, please do not hesitate to contact me. We look forward to the opportunity of working with Milford School District on this project and are pleased to have the opportunity!

If this proposal is acceptable, please sign below and forward back to us so that we may begin immediately.

Respectfully Submitted,



Tim Skibicki, AIA
Senior Project Manager

C: Buck Simperts, AIA

X _____

Accepted By:

Date:

Section C.

Fee Proposal

JMT's compensation for professional services includes all work described in Section B for a lump sum fee as follows:

Pre-Design, Construction Documents, Bidding, and Construction Administration	\$44,501.00
Design, Details, Specifications and Submittal/Shop Drawing Review for Track Surfacing	\$5185.00
TOTAL LUMP SUM BASIC SERVICES FEE	\$49,686.00

As requested, the fee above breaks out the track surfacing as a separate cost. As long as the track surfacing is done concurrently with the synthetic turf replacement, there would be no additional cost for construction administration. JMT will be on site reviewing the synthetic turf project and will review the track surfacing project concurrently.

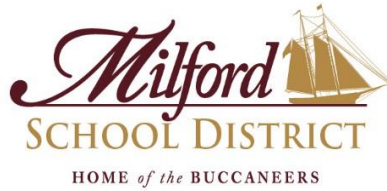
A lump sum fee allows Milford School District to predictably budget resources as we proceed through the construction documents, bidding and construction administration phases of your project.

Our fee is very inclusive, with minimal reimbursable costs. We will not tack on additional charges for many services typically billed separately by other firms. By including these basic services in our overall fee, clients are better able to budget for professional design expenses leaving unexpected costs to a minimum.

Inclusions in Basic Fee Services:

- Project related travel costs
- Attendance at meetings
- Preparation and bidding of documents
- Construction contract administration services
- Final inspection and punch lists

Invoicing will be submitted monthly based upon percentage of work completed and any reimbursable expenses incurred.



MILFORD SCHOOL DISTRICT PROCLAIMING THE CELEBRATION OF HISPANIC HERITAGE MONTH

WHEREAS, the Hispanic heritage of the United States extends historically over five centuries and has been a consistent and vital influence in our country's growth and prosperity; and

WHEREAS, Hispanic culture is tied to Iberian ancestry and our culture recognizes that Hispanics are multiracial and multicultural who can trace their historical roots to Indigenous and African ancestry; and

WHEREAS, Hispanics in Delaware are a diverse mix of first-generation immigrants and longtime residents; and

WHEREAS, the definition of Hispanic is tied to cultures across 24 countries in Latin America and the Caribbean including: The United States, Mexico, Puerto Rico, the Dominican Republic, Cuba, Guatemala, Belize, El Salvador, Costa Rica, Honduras, Nicaragua, Panama, Columbia, Peru, Ecuador, Paraguay, Uruguay, Brazil, Venezuela, Argentina, Bolivia, Chile, and Spain; and

WHEREAS, Hispanic Heritage Month was started as a heritage week in 1968 and begins on September 15, which is the anniversary of the independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua; and

WHEREAS, 22.54 percent of students enrolled in the Milford School District are Hispanic or Latino, and students who self-identified as Hispanic or Latino also identified as American Indian or Alaskan Native, Asian, Black, Pacific Islander, Caucasian and multi-racial; and

WHEREAS, 24.05 percent of students are English Language Learners, of which the majority identify as Hispanic or Latino.

WHEREAS, 65.28 percent of Hispanic students in the 2020-2021 four-year cohort graduated; and

WHEREAS, 4.4 percent of teachers self-identify as Hispanic and less than 3.8 percent of school leaders, including principals, assistant principals, and district leadership identify as Hispanic.

WHEREAS, Spanish is the second most commonly spoke home language in the District; and

WHEREAS, in February 2019, Milford School District hosted its first Elympics, an event providing English Language Learners an opportunity to showcase their English and academic skills in a way that is both challenging and exciting; and

WHEREAS, our Hispanic families actively participate in groups across the school district, including the newly established Building Bridges meetings; and

WHEREAS, the District collaborates and partners with organizations to provide English as a Second Language (ESL) classes to families;

NOW, THEREFORE, the Milford School District hereby proclaims September 15th, 2021, through October 15th, 2021, to be Hispanic Heritage Month.

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

Signed:

Jason Miller
School Board President

Dr. Kevin Dickerson
Superintendent

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

5110

EIGHTH GRADE HIGH SCHOOL INTERSCHOLASTIC ATHLETICS PARTICIPATION

PILOT POLICY

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.

This policy is to be evaluated in March 2021 ~~2021~~ 2022 for its effectiveness and possible continuation.

ADOPTED: 2/24/20

DIPLOMA REQUIREMENTS

Graduates are required to earn:

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

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

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

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

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4215

WORK RULES FOR NON-CERTIFIED PERSONNEL

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

ADOPTED: 5/18/87

AMENDED:

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4215

WORK RULES FOR NON-CERTIFIED PERSONNEL

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

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

DISCIPLINARY ACTION

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

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

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

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

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

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

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

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

ADOPTED: 5/18/87

AMENDED: 5/16/11

MILFORD SCHOOL DISTRICT DRIVER MINIMUM DUTIES DISCIPLINE

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

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

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

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

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

DELETE

MILFORD SCHOOL DISTRICT

Milford, Delaware 19963

POLICY

4302 (b)

LOCAL SALARY SUPPLEMENT: TECHNOLOGY ASSISTANTS

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

Salary supplement for additional network training:

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

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

ADOPTED: 7/1/97; 7/1/99; 7/1/00; 11/24/03; 5/24/04; 5/23/05; 5/21/07; 6/30/08
REVISED: 3/22/10; 6/20/11; 9/24/12; 07/08/13, 10/19/15, 7/1/16, 7/1/18

DELETE

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4302 (c)

LOCAL SALARY SUPPLEMENT: TECHNOLOGY SPECIALISTS

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

Salary supplement for additional network training:
Two of three certifications are required.

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

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

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

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

DRAFT

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4303(b)

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

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

Potential Performance Stipends Based Upon Evaluation

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

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

7/1/01; 11/24/03; 5/24/04; 5/23/05; 5/22/06; 5/21/07; 6/30/08

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

DRAFT

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4304

LOCAL SALARY SUPPLEMENT: FOOD SERVICE MANAGER

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

ADOPTED: 11/10/75; 8/22/77; 6/19/78; 8/20/79; 8/18/80; 6/21/82; 8/20/84; 8/19/85;
8/25/86; 1/23/89; 10/23/89; 2/25/91; 6/21/93; 7/1/97; 7/1/99; 7/1/00; 7/1/01;
11/24/03; 5/24/04; 5/23/05; 5/22/06; 5/21/07; 6/30/08

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

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963
POLICY

4323(a)

LOCAL SALARY SUPPLEMENT: CAFETERIA WORKERS

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

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

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

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

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

Effective January 1, 2015:

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

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

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

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

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4328

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

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

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

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

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