



HOME *of the* BUCCANEERS

906 Lakeview Avenue Milford, DE 19963

Phone: (302) 422-1600

**AGENDA FOR MONDAY, DECEMBER 17, 2018 AT 6:15 PM
PUBLIC SCHOOL BOARD MEETING
MILFORD CENTRAL ACADEMY**

It is anticipated that the board will open a regular session meeting and adjourn into executive session during the beginning portion of the meeting for the reasons identified below, then return to a regular session meeting at approximately 7:00 pm.

1. **Call to Order by President**
2. **Roll Call**

_____ Mrs. Dennehy	_____ Mr. Schelhouse
_____ Mr. Evans	_____ Mr. Vezmar
_____ Mr. Miller	_____ Mrs. Wiley
_____ Mrs. Purcell	
3. **Adjournment to Executive Session**
 - 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. **Legal Matters – See 29 Del. C § 10004(b)(4)**
 1. **Discussion of strategy pertinent to active litigation.**
4. **Introduction of Visitors**
5. **Pledge of Allegiance**
6. **Approval of Minutes**
 - A. **Regular Meeting Minutes for November 19, 2018 Action Item (Attachment 1)**
7. **Changes and Additions to the Agenda (items that arose after posting and cannot be deferred, if any)**
8. **Public Comment**
9. **Recognition and Accomplishments**

10. Superintendent Reports – Dr. Kevin Dickerson

- A. Reports from School Administrators
 - 1. Evelyn I. Morris Early Childhood Center
 - 2. Benjamin Banneker Elementary School
 - 3. Lulu M. Ross Elementary School
 - 4. Mispillion Elementary School
 - 5. Milford Central Academy
 - 6. Milford High School
 - 7. Athletics
 - a. MCA Boys Lacrosse Action Item
- B. Upcoming Events

11. Business – Mrs. Sara Croce

- A. Revenue and Expenditure Report as of November 30, 2018 Action Item (Attachment 2)
- B. Request Approval of Board Policy 1009 Athletic Booster Clubs Action Item (Attachment 3)
- C. First Read – Board Policy 3304A – Wellness Policy (Attachment 4)
- D. State of Delaware Career and Technical Education Performance Audit

12. Personnel – Dr. Jason Peel

- A. Personnel Action Item (Attachment 5)
- B. Administrator Contracts Action Item
- C. Request Approval of Board Policy 4227 Use of Force Action Item (Attachment 6)
- D. Request Approval of Board Policy 4308 Salary Schedule: Substitutes Action Item (Attachment 7)
- E. Request Approval to Delete Board Policy 4110 Reduction in Force Action Item (Attachment 8)
- F. First Read – Board Policy 4102 Employment Procedures: Certified and Non-Certified Personnel (Attachment 9)
- G. First Read – Board Policy 4103 Employment Procedures: Administrators, Paraprofessionals (Attachment 10)
- H. First Read – Board Policy 4104 Employment Procedures: Teacher Assistants (Attachment 11)
- I. First Read – Board Policy 4105 Employment Procedures: Custodians (Attachment 12)
- J. First Read – Board Policy 4106 Employment Procedures: Child Nutrition Services (Attachment 13)
- K. First Read – Board Policy 4107 Employment Procedures: Secretaries (Attachment 14)
- L. First Read – Board Policy 4108 Employment Procedures: Teachers (Attachment 15)

13. Instruction and Student Programs

- A. **Director of Student Learning – Dr. Bridget Amory**
 - 1. Field Trips Action Item (Attachment 16)
 - 2. First Read – 2019-2020 School Year Calendar (Attachment 17)
 - 3. ELA Curriculum / Resources
- B. **Director of Student Services – Ms. Laura Manges**

14. Administrative Services

- A. **Buildings, Grounds and Operations – Dr. Glen Stevenson**
 - 1. Banneker Elementary Phone System Upgrade Action Item
 - 2. Milford Middle School Evaluation Action Item
 - 3. Elementary School Enrollment and Boundary Lines

15. Adjournment

MILFORD SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR BOARD MEETING – NOVEMBER 19, 2018
MILFORD CENTRAL ACADEMY CAFETERIA

Board Members

Mrs. Wiley – President
Mrs. Dennehy –V. President - absent
Mr. Evans – absent
Mr. Miller
Mrs. Purcell
Mr. Vezmar
Mr. Schelhouse - absent
Dr. Dickerson, Exec. Secretary

Admin. Present

Dr. Peel
Dr. Amory
Mrs. Croce
Dr. Stevenson
Ms. Manges
Mr. Zoll
Mrs. Wallace
Mrs. McKenzie
Mr. J. Parsley
Mrs. Hallman
Dr. Kilgore

Public

S. Whaley
S. Buford
S. Forrest
R. Winkleblech
N. Pletcher
B. Voshell
H. Todd
B. Strickland
C. Murtha
E. Lang
M. Berningor
E. Rust

Media: Terry Rogers – Milford Live

The Regular Meeting of the Milford Board of Education was called to order by President Wiley at 6:16 PM on Monday evening, November 19, 2018 in the Milford Central Academy Cafeteria.

MOTION MADE BY MRS. PURCELL/SECONDED BY MR. MILLER to adjourn into Executive Session at 6:17 PM. **Motion carried unanimously.**

ADJOURNMENT TO EXECUTIVE SESSION FOR THE PURPOSE OF DISCUSSING PERSONNEL AND LEGAL MATTERS.

- A. Personnel Matters – See 29 Del. C. § 10004(b)(9)
- B. Legal Matters – See 29 Del. C § 10004(b)(4)

MOTION MADE BY MRS. PURCELL/SECONDED BY MR. VEZMAR to adjourn Executive Session at 7:03 PM. **Motion carried unanimously.**

INTRODUCTION OF VISITORS

PLEDGE OF ALLEGIANCE

APPROVAL OF MINUTES

MOTION MADE BY MR. VEZMAR/SECONDED BY MR. MILLER to approve the minutes of the October 15, 2018 Regular Board Meeting. **Motion carried unanimously.**

RECOGNITION AND ACCOMPLISHMENTS

Omnibus School Safety Act

Chris Murtha, Delaware Emergency Management Agency, Delaware Department of Safety & Homeland Security, presented Certificates of Compliance to the principals of each school in the district, as well as the District Office, for each school reaching 100% compliance for the Omnibus School Safety Act for the school year 2017-2018.

Community Thanksgiving Dinner

Dr. Dickerson stated there would be a Thanksgiving meal for community members Tuesday night, November 20th in the Central Academy cafeteria presented by Milford Central Academy student organizations as well as local churches and organizations.

Ms. Haley Todd – MHS ILC

Congratulations to Sierra McCrea for placing first in Delmarva Idol. Ms. Todd, ILC teacher, and Corey Mack, student, presented regarding the academics, opportunities, and successes of the program.

Donations

Dr. Dickerson gave thanks to members and organizations of the community for their generous donations to assist our students and families in need during the holidays.

MILFORD MIDDLE SCHOOL (LAKEVIEW PROPERTY) COMMITTEE

Mr. Bill Strickland, Chairman, and Mr. Robert Voshell presented and discussed the Steering Committee's Recommendation to use the property for an educational setting and move forward to the technical phase of the committee's engagement.

MOTION MADE BY MR. JASON MILLER/SECONDED BY MR. VEZMAR to approve the recommendation of the Milford Middle School (Lakeview Property) Committee to proceed to the technical assessment phase for use of the Middle School property as an educational setting. **Motion carried unanimously.**

Future Committee Work

Mr. Strickland stated that Phase II would be the technical assessment phase.

Mr. Vezmar thanked the committee for their time spent to reach this recommendation.

SUPERINTENDENT REPORTS

Reports from School Administrators

Mrs. Jennifer Hallman, Morris Early Childhood Principal, thanked the Ellendale Fire Department for helping them serve the lunch meal for Thanksgiving Dinner. Students and staff are enjoying the new farm scene displayed on the cafeteria wall. Family Movie Night will be held on Thursday, December 13th.

Dr. Bobbie Kilgore, Banneker Elementary Principal, stated Banneker donated 1,200 pounds of food to the Food Pantry. Meal boxes for twenty families will be given to Banneker students for the holiday. A huge thank you was expressed for the presence of Mr. James Gooch, Safety Monitor, in the building. Officer Theresa Bloodsworth and an AAA representative conducted a pedestrian

safety presentation for Banneker students on Monday, November 19th. Congratulations to Anthony Nash (5th) for being the Spelling Bee winner and Paige Legates (5th) for placing second, and Mrs. Heather Smith's class for winning the Sumdog's Sussex County Math contest.

Mrs. Cindy McKenzie, Ross Elementary Principal, thanked her Principal for a Day, Stephenie Tatman, co-owner of Dolce. Ross third grade students were very appreciative to receive dictionaries from the Rotary Club on November 13th. Students and staff collected canned good items and filled twenty-five Thanksgiving boxes including a turkey. Thank you to the Milford Police Department for their donations to fifteen Ross families.

Mrs. Teresa Wallace, Mispillion Elementary Principal, was very pleased that more than twenty veterans attended their Veteran's Day program on November 7th. Everyone appreciated the wonderful Thanksgiving feast on Thursday, November 15th. Appreciation was expressed for the third grade students receiving dictionaries from the Rotary Club.

Mr. Gary Zoll, Central Academy Principal, congratulated Hannah Haigh (9th) and Emma Simpson (8th) for their 3rd place finish with the Division 2 Animal Systems agriscience fair project at the 91st National FFA Convention and Expo. Mr. Zoll expressed thanks to Melissa Dukes for the joint effort with the MCA staff, area churches, Bible Club, Gospel Choir, Fellowship of Christian Athletes, Student Council, and FFA for organizing the community Thanksgiving Meal. Turkeys were donated by Mountaire Farms and Thanksgiving boxes will be provided to 50 families in need. A pep rally was held for more than 500 Central Academy students making the first marking period honor roll. Thirty-six Students of the Quarter earned a Chick-Fil-A lunch. Mr. Zoll was excited to announce a PTP meeting will be held on Tuesday, November 27th. A meeting for Fuel Up To Play 60 is scheduled. Mr. Zoll was honored to announce that Brandy Cooper, MCA teacher, was recognized as a finalist for the 2018 Presidential Award for Excellence in Mathematics and Science Teaching (PAEMST).

Mr. Jesse Parsley, Supervisor of Secondary Student Learning, reported MHS will be sending 6 students to provide academic mentoring, translation services and educational activities for Kindergarten students at Morris Early Childhood Center. Congratulations to Leslie McMillan for being recognized as the PBS Teacher of the Month for September and Grace Parfitt for being recognized as PBS Teacher of the Month for October from Applebees. The Fall Play, *Nightfall with Edgar Allan Poe*, was a big success. Thank you to the LEO Club for providing Thanksgiving boxes to local families. FFA students will be going to the Cheer Center to serve the elderly their Thanksgiving dinner. Senator Coons held a Town Hall Meeting in the Carey-Simpson building regarding Agriculture Education. State and local (MHS and MCA) FFA members were present to ask questions and take part in the conversation. The 8th Grade Open House presentations were very impressive to parents and students in attendance. MHS is starting a Unified Olympic Basketball team.

Athletics

Mr. Ryan Winkleblech reported the All-Conference Fall 2018 student recognitions. **Boys Soccer** -- Luke Bogan (10th) -- 1st Team, Jaxson Turner (12th) -- 1st Team, Lensky Legros (12th) -- 2nd Team, Sammy-Dominguez-Perez (11th) -- 2nd Team, Miguel Morales-Lopez (12th) -- 2nd Team, and Brandon Zelaya-Hernandez (9th) -- Honorable Mention. **Field Hockey** -- Summer Davis (10th) -- 1st Team, Vanasha Daniels (12th) -- 2nd Team, Silvara Santiago (12th) -- 2nd Team, Emma Shockley (12th) -- 2nd

Team, and Isabella Keesler-Evans (10th) – Honorable Mention. **Volleyball** -- Celia Reinhardt (12th) – 1st Team, McKayla Ryan (10th) – 2nd Team, and Grace Sekscinsk (12th) – Honorable Mention. **Cross County** – Alexandria Herber (9th) – Girls 2nd Team, Paige Thompson (9th) – Girls Honorable Mention, and Conor Sylvester (10th) – Boys Honorable Mention. **Football** – Ritchy Corvil (12th) – 1st Team Offense and 2nd Team Defense, Anthony Diaz (11th) – 1st Team, Tyron Mifflin (12th) – 2nd Team Offense and Defense, Zyair Toledo (11th) – 2nd Team, Rahshawn Price (12th) – 2nd Team, Jonathan Gagalone (12th) – 2nd Team, and Shawn Saxon (9th) – Honorable Mention.

Child Nutrition Presentation

Mrs. Sharon Forrest, Supervisor of Child Nutrition, presented a PowerPoint on National School Breakfast and Lunch Programs and information regarding Milford School District's Child Nutrition Program.

BUSINESS

Revenue and Expenditure Report

MOTION MADE BY MR. MILLER/SECONDED BY MR. VEZMAR to approve the Revenue and Expenditure Report as of October 31, 2018. **Motion carried unanimously.**

Class Size and 98% Division I Staffing Waiver

MOTION MADE BY MR. MILLER/ SECONDED BY MR. VEZMAR to approve the Class Size and 98% Division I Staffing Waiver. **Motion carried unanimously.**

Board Policy 1009 Athletic Booster Clubs

Mrs. Croce had the first read of Board Policy 1009 Athletic Booster Clubs.

PERSONNEL

Personnel Report

RESIGNATION

MESSICK, Courtney
District – Maintenance
Effective: December 17, 2108
Service to MSD: 9 years

KREMPASKY, Melissa
District Speech Language Pathologist
Effective: December 21, 2018
Service to MSD: 4 months

SALTIEL, John
Misplion – Child Nutrition (6.5 hrs.)
Effective: November 30, 2018
Service to MSD: 2 years

ROCKWELL, Elizabeth Jo
Ross – Music Teacher
Effective: October 26, 2018
Service to MSD: 10 days

RECOMMEND FOR EMPLOYMENT*

DUFFY, Michelle

Central Academy – Part-Time Paraprofessional

Effective: December 3, 2018

AMEND RETIREMENT DATE

MCDUGALL, Cynthia

Effective: June 30, 2019 (from June 30, 2018)

RETIREMENT

DEHEL, Dawn

High School – English Teacher

Effective: June 30, 2019

Service to MSD: 19 years

Kemmerlin, Dulcena

Ross – Grade 5 Teacher

Effective: June 30, 2019

Service to MSD: 25 years

TRANSFER

NICHOLS, Kim

Transfer from Milford High School Part-Time Paraprofessional to Morris Early Childhood Center Part-Time Paraprofessional

Effective: January 2, 2019

WHIDBEE, Cleveland

Transfer from Central Academy Child Nutrition 6 hrs. to Mispillion Child Nutrition 6.5 hrs.

Effective: December 3, 2018

KENDZIERSKI, Kristofer

Transfer from Central Academy Part-Time Paraprofessional to High School Full-Time Paraprofessional

Effective: December 3, 2018

ANDERSON-DICKERSON, Keyana

Transfer from Mispillion Child Nutrition 3 hrs. to Mispillion Child Nutrition 4 hrs.

Effective: October 18, 2018

WEBB, Brittany

Transfer from Mispillion Child Nutrition 3 hrs. to Mispillion Child Nutrition 4 hrs.

Effective: October 18, 2018

PASSWATERS, Sandy

Transfer from High School Child Nutrition Manager 7 hrs. to High School Child Nutrition Manager 7.5 hrs.

Effective: November 12, 2018

THOMPSON, Tammy

Transfer from Central Academy Child Nutrition Manager 7 hrs. to Central Academy Child Nutrition Manager 7.5 hrs.

Effective: November 12, 2018

MORTON, Mariann

Transfer from Ross Child Nutrition Manager 7 hrs. to Ross Child Nutrition Manager 7.5 hrs.

Effective: November 12, 2018

BRADFORD, Melissa

Transfer from Mispillion Child Nutrition Manager 7 hrs. to Mispillion Child Nutrition Manager 7.5 hrs.

Effective: November 12, 2018

ZABEL, Patty

Transfer from Banneker Child Nutrition Manager 7 hrs. to Banneker Child Nutrition Manager 7.5 hrs.

Effective: November 12, 2018

NAILOR, Laura

Transfer from Morris Child Nutrition Manager 7 hrs. to Morris Child Nutrition Manager 7.5 hrs.

Effective: November 12, 2018

RESCIND EMPLOYMENT – 2018-2019 LIMITED CONTRACTS FOR PERSONAL SERVICES*

Central	Wrestling Coach, Asst.	Mills, Judd
High	Golf Coach, Head	French, Nathan

RECOMMEND EMPLOYMENT – 2018-2019 LIMITED CONTRACTS FOR PERSONAL SERVICES*

High	Softball, Girls Coach, Asst.	Barkley, Kevin (21B)
High	Softball, Volunteer	Andrews, Rick (21B)
		Masten, Rob (21B)
High	Softball (JV), Volunteer	Rogers, Brian (21B)
High	Soccer, Girls Coach, Asst.	Evans, Ed
High	Baseball Coach, Asst. (JV)	Jefferson, Nick
High	Baseball Coach, Asst.	Casale, Mike
High	Baseball, Volunteer	Kimmel, Dan (21B)
		Reed, Devon (21B)
		Berry, John
High	Lacrosse Coach, Asst.	Boyd, Bryan/
		Edwards, Thomas (21B)
High	Lacrosse, Volunteer	Betts, Kyle (21B)
		Deeney, Ryan
High	Swim, Volunteer	Wells, Kelly
High	Unified Basketball, Volunteer	Jefferson, Nick
Central	Advisor, We the People	Holloway, Sam
Central	Wrestling Coach, Asst.	Duffy, Emmanuel (21B)
Central	Wrestling Volunteer	Mills, Judd (21B)
Central	Baseball Coach, Head	Faulkner, Matthew

*Employment at Milford School District is contingent upon employment verification, education and other credential verifications, the receipt of satisfactory criminal background and child protection registry checks, and adherence to Milford School District policies.

MOTION MADE BY MRS. PURCELL/SECONDED BY MR. MILLER that the Board approve the Personnel Report as written. **Motion carried unanimously.**

Board Policy 4227 Use of Force

Board Policy 4308 Salary Schedule: Substitutes

Board Policy 4110 Reduction in Force

Dr. Peel presented the first read of Board Policy 4227 Use of Force, Policy 4308 Salary Schedule, Substitutes, and Policy 4110 Reduction in Force.

Mr. Vezmar thanked the Directors for working to clean up Board Policies.

INSTRUCTION AND STUDENT PROGRAMS

Director of Student Learning

Delaware School Success Framework

The Delaware Department of Education under Every Student Succeeds Act (ESSA) has put a new framework for school ratings and new school report cards. The ratings focus on proficiency and growth in English Language Arts, Mathematics, Science, and Social Studies. Additional areas include student graduation rates, English Language Learner growth, on track attendance, College and career ready, and on track in 9th grade. Five schools are meeting expectations. MCA is approaching expectations and has qualified as a Targeted Support and Improvement (TSI) school.

Erin's Law: Personal Body Safety Programming Requirement effective August 1, 2019

The district has identified and selected the curriculum for implementation next year.

Calendar Review

The Calendar Review Committee has met and will have a proposed 2019-2020 academic calendar.

Innovation Grant

MSD has been successful in securing a \$10,000 Innovation Grant for the Milford High School Animal Science and Management program. Funds will be used for curriculum, training, and materials. The district will be seeking support from the Department of Education to update Digital Communication and Technology and Plant Science program offerings as well.

Delaware Division of the Arts

A grant has been secured from the Delaware Division of the Arts to support improv sessions across the 3rd grade classrooms this fall, winter, and spring. Department of Education representatives attended a session at Banneker Elementary.

Mid-Del Grant

Molly Chorman submitted a grant with Mid-Del Foundation and received \$3,000 to provide funds for Santa's Workshop at Milford High School this year.

Empty Stocking Program

The Empty Stocking program will sponsor all four elementary schools this holiday season. Milford School District will be helping to contribute dress code approved collared shirts with the stockings. Thank you to Del-One for their generous donation of \$2,000 to assist with the cost. Dr. Dickerson expressed thanks for the on-going contributions of Darel Laprade, the Milford Chronicle, Pastor Andy Stevens and the Milford Church of God.

Dr. Dickerson commended Dr. Amory for serving on the Governor's Task Force for English Language Learners.

Congratulations to Kerry Stahl for being selected as Vice President for DSEA.

Director of Student Services

Delaware Positive Behavior Support Project

Ms. Manges reported the DE-PBS Project offers annual recognition to schools that exemplify specific components of DE-PBS Key features. Morris Early Childhood Center achieved Phase I recognition for having a representative SWPBS team, school-wide behavioral expectations, teaching strategies, an acknowledgement system, collaboration with families and a framework for managing problem behaviors. All schools in the District continue to participate in and utilize positive behavior support strategies and interventions.

ADMINISTRATIVE SERVICES

Dr. Stevenson explained that the district is looking to upgrade the HVAC system in the high school gymnasium financed with minor capital improvement funds.

ADJOURNMENT

MOTION MADE BY MRS. PURCELL/SECONDED BY MR. VEZMAR that the Regular Meeting of the Milford Board of Education held on Monday, November 19, 2018 adjourn at 9:21 PM. **Motion carried unanimously.**

Kevin Dickerson, Executive Secretary

Edna Rust, Recording Secretary

2018 MHS Honor Society Inductees



Adamari Amador-Perez, Ashby Amory, Brenda Barron, Kally Bennett, Stephanie Cabrera-Ruiz, Destiny Carmona, Laura Cortes Zambrano, Olivia Cromer, Dominic Feightner, Keren Garcia-Aguilar, Kristen Greenly, Kirn Ikram, Ashton Jerman, Ry'ana Johnson, Caden Keen, Christina Kimmel, Connor Lea, Cindy Lin, Trey Lodge, Mya MacFarland, Moses Martinez, Christie Mele, Nicholas Mentzer, Emilee Mills, Emily Morgan, Karah Neisser, Logan Parker, Chad Reichold, Celia Reinhardt, Emma Shockley, Emily Sickles, Julien Stevenson, Joshua Strassle, Brooke VanWeele, Sara Wallace, Jherry Williams, Jhyere Williams

MHS 1st Marking Period Honor Roll Recipients

Grade 9

Stefany Arevalo Monterrose*, Austin Adams, Denicha Alexandre, Christopher Braga, Diamond Carmona, Lizbeth Carranza*, Jameson Carter, Zane Clayville, Natalie Cromer, Adaisha Daniels, Beau Davis, Makenzie Dee, Rossi Del*, Robert Donovan, Giavonna Dorell, Kyleigh Dunlap*, Faith Farrell, Carlie Fogel, Reina Fogel*, Cheyenne Frieze, Taylor Gibbs, Kaitlyn Graham, Brooklyn Grant, De'Ja'Vu Grant, Justin Haggerty, Hannah Haigh, Ryleigh Harrison, Anneliese Hatfield*, Kayla Helm, Alexandria Herber, Edgar Hernandez-Marin, Lauren Hudson*, Fenessa Jean, Kayla Jefferson, Tyra Jones, Tyler Knotts, Tyler Kuykendall, Jayvon Laguerre*, Leila Lakos, Stephen Layton, Markaysia Lee, Morgan Lee, Maiden Litchfield, Sundene Lodge*, Trent Lofland, Denis Lopez Cabrera, Niz Lopez, Gonzalez Maldonado, Caitlyn Maloney*, Stephanie Mandelblatt*, Nyciana Maple, Thomas Marcos*, Romualdo Martinez*, Ayanna Matthews, Marlie McMillan, Rowan Melvin, Olivia Montgomery, Veronika Moore, Mason Morris, Jacob Muir, Olivia Muir, Victoria Nikolaeva*, Francisco Ortiz, Paige Parsons, Mystery Parson-Villa*, Dhir Patel*, Ethan Pheasant, Nelson Ramirez-Morales, Ethan Reynolds, Audrey Russell, Shawn Saxon, Steven Schwan, Sizeline Senat, Thomas Sipe*, Aaron Sivels, Shana Smith, Sophia Sobota*, Shane Sylvester, Leah Tate, Djessen Thermidor, Magdala Thermidor, Jack Thode III, Kyla Thomas, Haley Thompson, Paige Thompson*, Robert Warren II, Precyous Waters, Katelyn Watson, Kaitlyn Welsh, Kassidy Willey, Sean Wills Jr., Nathan Wolhar*, Brandon Zelaya Hernandez

Grade 10

Blandine Aldajuste*, Sarah Amador, Haleigh Baker, Vanessa Barron, Mikenzi Beauchamp, Allison Benton*, Frantzson Bien-Aime, Mallory Burk, Makaelah Burkins, Hannah Cannady, Kacy Charles, Kayla Clausen*, Kora Colburn, Donald Cole-Birch*, Annabelle Conte, Edwine Corvil, Brooke Davis, Summer Davis*, Mirella DeLeon*, Mia Demby, l'Ahnna Dorsey, Zoe Etheridge, Wilfrantz Francois, Fischer Frey, Christian Fullington*, Aaron Fulton, Cole Garlick*, Tahlia Gibbs, Marquis Gillis, Matthew Hague, Kirk Hammer, Miranda Haro*, Erica Hazzard, Angele' Henson, Jordyn Hills, Sarah Hudson, Abigail Ikechi-Konkwo, Ashleen Jackson, Samantha Jacona, Henry Jeronimo-Diaz, Deena Johnson, Victoria Jordan, Jessica Joseph, Carissa Justice, Frintzson Laureore, Darnelle Lewis Jr., Kevin Lin, Mark Martin Jr., Julner Merard, Alex Mergner, Corey Messick, Josiah Moore*, Shyne Moore, Andy Morales, Avery Mosley, Tylaya Murray, Aaliyah Neal, Cy'Shaun Nelson, Hadley O'Day, Shelby Ohlig, Shannon Onusko, Michelle Perez-Lucas*, Maisie Petchey, Krystal Robinson Strickland, Adrian Samaniego, Mason Sauers, Davyn Savage, Emma Sekscinski, Madeline Sekscinski, Sam Sickles, Shae Simpson, Claire Smith, William Smith, James Stangl, Matthew Stangl, Sarah Stevenson, Tristan Stevenson, Ireland Stump, Roman Stump, Anna Thompson, Gabriel Velasquez, Alexa Wagenhoffer, Zane Wallace, Julianne Walls, Matthew Webb Jr., Elisabeth Weilenmann*, Bryce Wells, Tyleah Wemh, Rachel Willey, Rhe'Ann Williams, Sophia Williams*, Rebecca Wisniewski*, Emily Zammetti.

*Indicates Straight A's

MHS 1st Marking Period Honor Roll Recipients

Grade 11

Adamari Amador-Perez, Erlande Amisial, Anabell Arias-Rosario, Jayden Arthurs, Ashlyn Baynocky, Kally Bennett, Adriana Blake, Paty Bravo-Hernandez, Jade Bui, Jaylen Cantu, Destiny Carmona, Jaylyn Cates, Jaedon, Cephas, Rose Christian, Conor Christie, Desiree Cole, Madison Collins, Saul Corado-Najarro, Stephanie De La Cruz Diaz, Tatyana Downing, Malik Drayton, Dominic Feightner, Verlaine Florestal, Martinez Gamboa, Keren Garcia-Aguilar, Katiana Garcon, David Gardner, Kristen Greenly, Sarah Hastings, Amber Haywood*, Alex Herka, Kirn Ikram, Jose Jaimes-Sanchez, Ashton Jerman, Diaz Jeronimo*, Britney Johnson, Ryan Johnson, Ry'ana Johnson, Sierra Johnson, Caden Keen, Trey Lodge, Jasmine Long, Joselyn Luna-Lima, Jessica Markland, Moses Martinez, Casey Maule, Christie Mele, Marlon Mendez, Nicholas Mentzer, Jarod Millman, Emilee Mills*, Macey Myers, Karah Neisser, Bruce Ochoa Mazariegos, Logan Parker*, ZaQuinta Parker, Skylar Parnell, Hernandez Perez, Dominic Raduszewski, Garrett Reynolds*, Iris Roman, Martinez Romero, Welinton Rosario Mejia, Nicholas Ruczynski, Sarai Ruiz, Bailey Sabia, Gabrielle Sacks, Stafena Sainte, Roussena Senat, Samay Shah, D'Wan Shorts, Emily Sickles, Julien Stevenson*, Alicia Strack, Joshua Strassle, Mason Swigert, Bryce Thompson, Isais Tilghman, Mathew Tuff, Brooke VanWeele, Sara Wallace, Lily Walton, Corey Welsh, Clay West, Julie White*, Lily Wiley, Hannah Willey, Jherry Williams, Seven Wilson, Daizaria Wiltbank, Nicholas Wolhar, Kyleigh Wright.

Grade 12

Julia Adams*, Luis Aguilar, Jorge Altieri Santiago, Ashby Amory, Keegan Andersen, Cassidy Barlow*, Journey Barner, Thomas Barnett IV, Brenda Barron, Lauren Becton, Evonte' Bennett*, Gage Boston, Pria' Bowe-Waples, Caleb Brownstein*, Jacob Bryant, Destiny Burgos, Stephanie Cabrera-Ruiz, Alejandro Canseco, Jordan Cleveland, Zykia Cole*, Lamajay Collins, Cortland Cooper, Corey Cordeiro, Laura Cortes Zambrano, Ritchy Corvil, Brian Coverdale*, Candace Curtis, Megan Davenport, Stone Davis, Nadia Delva, Annabel Denney, Claire Denney, John Dieudonne, Victoria Donovan, Nathaniel Enger, Autumn Faulkner, Jarrah Felton, Ja'Liyha Fisher-Howell, Fernanda Flores, Imani Frazier*, Ashlynn Freeman*, Ryan Frost*, Jessica Gabriel-Perez*, Jonathan Gaglione, Madelyn Gonzalez-Guerrero, Michael Green, Mason Haggerty, Casey Hamilton, Kevin Harding*, Tara Haro-Purata, James Harrison IV, Mariah Hartzell, Brock Hilligoss, Taylor Hogan, Alyssa Hood*, Karley Horsman*, Emma Hudson, Bridget Hufnagel, Tyler Jester, Koren Johnson, Carissa Jones, Kimberly Joseph, Marlyne Joseph*, Hailey Judson, Autumn Justice, Courtney Kohel, Amber Landon, Ethan Lang*, Christopher Lankford, Wendy Lara, Harley Lardner, Dylan Layton, Connor Lea, Chelsea Leibly*, Cindy Lin*, Sydney Litchfield, William Lloyd*, Romero Lopez, Ryan Mackesey*, Robert Marsh, Lizbeth Martinez-Ruiz, Amyah Matthews, Heather McCarthy*, Sierra McCrea, Tyron Mifflin Jr., Trevor Mitchell*, Destiny Moyer, Rachel Nesmith, Elizabeth Nielsen, Dalton Nordberg, Kaia Opalinski, Rivera Ortiz, Brendan Outten, Haley Pagden*, Brianna Perry*, Morgan Petty, Emma Pikus, Rahshawn Price, Alaizhah Purnell, Samuel Rauch*, Logan Redden, Julia Reed*, Celia Reinhardt*, Brianna Reynolds*, Khya Reynolds*, Zakiya Reynolds, Ortiz Robles, Madison Rogers*, Morgan Rogers, Jayla Russell, Benjamin Salisbury, Rebecca Santiago*, Brian Saxon, Kaitlyn Schafer, Cassandra Schreiber*, Grace Sekscinski*, Arianna Sharp*, Curtis Sharp III, Daniel Shockley*, Emma Shockley, Zoe Shockley, Nicolas Sivals, Benjamin Sobota*, Autumn Tice, Mary Torbert, Emily Tribbett, Jaxson Turner, Ramirez Vasquez, Juan Velasquez-Morales, Caleb Watson, Kaleb Webb, Taylor Wessel, Jhyere Williams, Shannon Wilt, Tabitha Wojciechowski*, Jasmine Wright*, Natalie Zelano, Shu Zheng.

*Indicates Straight A's

MCA 1st Marking Period Honor Roll Recipients

Sixth Grade

High Honor Roll

Mackenzie Bogan, Austin Burgholzer, Jermaiya Campbell, Nylejah Cantu, Jordyn Casper, Adrien Cortez, Mariela Deleon-Velasquez, Michael Dittman, Brayan Dominguez Gonzalez, Ariana Dominguez-Ruiz, Sigrid Evers, Lina Frederick, Ericson Garcia-Lopez, Justin Greer, Faith Haymond, Dylan Huckemeyer, Megan Johnson, Kiara Jones, Maya Jones, Ashlyn Jordan, Liam Kilgore, Tyjeen Laguerre, Hailey Lorenz, Noah Marcelle, Zhane Maull, Ethan Mullins, Garritt Reagan, Kara Sivels, Rosalind Stevenson, Kiersten Todd, Mallory Vincent

Honor Roll

Jordyn Adams, Matthew Adams, Jonathan Altieri-Santiago, Dayanara Aniceto Carranza, Luke Azzanesi, Steven Baltazar-Lopez, Stormie Banning, Alexander Bauer, Geme' Bell, Alexander Bennett, Samantha Bennett, Tayana Bibbins, Sadie Biro, Lily Block, Dennis Bosley, Elizabeth Brown, Drew Brozefsky, David Bunting, Kiernan Burk, Abril Cabrera-Ruiz, Leajah Cannon, Vincent Carrillo, Heron Carter, John Case, Jewel Combs, Jovani Cortez-Galindo, Jayla Crane, Nina Cusick, Addison Dapias, Isabel Davila, Thomas Davis, Tyler Davis, Savannah Dennis, Jayson Dinger, Charles Doneker, Ian Duff-Mollohan, Moriah Duffie, Jayden Dukes, Anne Dupalis, Widenicha Florestal, Sophia Forsee, Yaid Gamboa Martinez, Adriana Gamboa-Alvarado, Julia Goralski, Akiva Grant, Jadyn Gregg, Leann Haines, Kellan Hajek, Alexander Hammond, Angel Hampton, Madison Harris, Anai Hernandez, Arianna Herrera, Jessica Hudson, Arianna Hughes Dupree, Vahsti Jarillo-Villa, Haven Jenkins, Amiyah Renee Johnson, Amyiah Marie Johnson, Dylan Johnson, Chrislandie Joseph, Breyden Justus, Kayla Kiker, Myah Kuser, Kenza Lakhsassi, Kala Latsch, Nathan Law, Tristan LeClaire, Ashlyn Lee, Noah Lemmon, A'zaria Lewis, Rory Lewis, Grace LoBiondo, Marlyn Lopez-Alfaro, Josiah Malbert, Rachel Manna, Bailey Masten, Joshua Masten, Amani May, Bryan Maza Morales, Rylee Melvin, Jake Mendoza-Ramirez, Emery Miller, Gerard Monceaux, Maggie Moore, Kelibeth Muralles Ba, Cameron Murray, Arianna Neal-Dickerson, Breanna Nocks, Lucila Ochoa Ordonez, Janessa Olivas, Alexander Ortiz, Carson Outten, Nicholas Outten, Isabella Oxlaj Deiner, Rommel Padilla Quinto, Jude Parfitt, Matthew Parsons, James Pattillo, Mackenzie Peers, Alvaro Perez, Marlin Perez-Arreaga, Edgar Perez-Morales, Cecilia Pierce, Sophia Pierce, Lara Pink, Edson Ramirez Escalante, Zoey Redden, JaKira Reynolds, Ember Richardson, Michael Robinson, Shaimy Rodriguez, Jayden Rushman, Billy Sandoval Santos, Nicholas Schreiber, Carmen Shaw, Lorayne Sierra Velez, Iris Sisson, McKenna Smarte, Rodney Smith, Caroline Snarsky, Ja'Niyah Starling, Justin Sterling, Cheyenne Stes, Marquis Troy Danso, Marcus Turner, Rayjon Turner, Henry Vasquez Arreaga, Elizabeth Velasquez Diaz, Trinity Vincent Primm, Samuel Walker, Skye Walker, Isabelle Walter, Ya'Vaughn Waples, ZiKang Wei, Kuneya Whaley, Jacob Wilkins, Austin Wilson, Angelina Wolfenden, Aidan Wright, Evelyn Yanez-Yanez, Hannah Zimmerman, Ryan Zimmerman, Shelby Zimmerman

MCA 1st Marking Period Honor Roll Recipients

Seventh Grade

High Honor Roll

Charlotte Del Rossi, Lauren Dickerson, Nicholas Galati, Marlee Gray, Gabrielle Greenlee, Addie Hammer, Janette Hernandez-Leon, Natalie Hester, Madisyn Hitchens, Aston Hudson, John Hudson, George Hufnagel, Kyra Johnson, Connor Knotts, Carley Mackert, Catherine Marshall, Nevaeh Norris, Julia Popelas, Emma Reed, Chaeli Rose, Grace Ruark, Lila Schmidt, Austin Smith, Avery Villalobos, Jorja Willey, Angelina Zhang

Honor Roll

Natasha Aguilar, Saniaya Anderson, Eslyn Andrade-Cruz, Jonathan Arreaga Toto, Breyden Baker, Emily Baynocky, Bernaldine Bernard, Dorothy-Lynne Bradley, Gabriella Braga, Charles Brown, Julianna Brown, Laila Brown, Sanyi Bryant, Thompson Burke, Robert Campbell, Emilia Cannizzaro, Owen Carmean, Eileen Carranza, Chilovena Charles, Sergio Chilel-Perez, Guesline Clement, Dalton Cleveland, Joanna Cook, Samantha Cornell, Alana Correia, Jillian Corsiglia, Paula Cortes Zambrano, Jessie Crain, Raivonne Dallas, Carlee Davis, Jake Dee, Angelina Deleon, Frank Delli Paoli, Dawson Dillon, Noah Duffy, Janiyah Dukes, Erin Dunlap, Rachel Dutcher, Edward Engdahl, William Evans, Charlene Florestal, Mason Foxwell, Jaleel Freshwater, David Fuhrman, A'Zaiyah Fullman, Laura Fulton, Kayla Gamboa Alvarado, Tanya Garcia, Nayeli Gonzalez, Yahday Gonzalez, Shane Griffith, Hailey Hall, Kara Halse, Isabella Hanna, Gabriela Haro, Lillie Harrison, Aniya Hinmon, Nadja Hooper, Landon Hudson, Kyra Hurst, Caden Irvin, Jasmine Jackson, Justin Jaconi, Sabrina Kadow, Brianna Kellam, Ellie LoBiondo, Reid Lofland, Madison Long, Yeimy Lopez-Barrios, Alexander Lovett, Jaydy Maldonado Medrano, Kody Manna, Shamar Matthews, Jake McDuff, Delaney Mitchell, Faith Mitchell, Alfredo Molina-Lopez, Alondra Monterola Nolasco, Kylie Moorman, Joy Moultrie, Sierra Munoz, Jacob Myers, Jasmine Neal, Tamara Noble, Jayden Norman, Eryn O'Brien, Braden Parkhurst, Rebekah Peiffer, Victoriano Perez-Garcia, Samantha Pierre, Elizabeth Poirier, Amber Potter, `Sefora Ramos-Velasquez, Michena Renaty, Priscilla Roblero Morales, Hector Sanchez Escalante, Jay Schofield, Steven Sevillano, Kaitlyn Shaffer, Ezra Sharp, Orrin Sharp, Kaitlyn Sivels, Emily Smallwood, Grace Smith, Victoria Smith, Isabella Spigone, Olsen St. Juste, I'nai Sterile, Natalie Stevenson, Kyle Stump, Jasmine Sylvester, Jaron Tate, Hunter Tribbett, Elizabeth Tucker, Zoey Turner, Miranda Vasquez-Vergel, Hannah Veal, Brian Velasquez, Yoiner Velasquez Morales, Tabban Watkins, Tyasijah Watson, Nathan Waydelis, Shaocong Wei, Anastacia Weilenmann, Alyssa Wiggam, Lucy Williams, Victoria Wilson

MCA 1st Marking Period Honor Roll Recipients

Eighth Grade

High Honor Roll

Nicholas Colona, Michael Fagundes-Rocha, Kayden Landwehr, Emmerson Lefever, Ashley Louis, Sabta Mele, Melissa Mesidor, Jennifer Padilla Quinto, Layna Reynolds, Lily Sharp, Brendan Slonacher, Evan Sterling, Matthew Winkleblech

Honor Roll

Desmond Aladuge, Alyssa Allen, Mike Amisial, Junior Arias Rosario, Jeffrey Aubourg, Sean Avalos, Abigail Baxter, Brianna Blocker, Devin Buckley-Sobiech, Alexis Bunting, Parker Burton, Yatzel Calderon Rivera, Jackson Caldwell, Dakota Carmona, Joshua Chelen, Mya Cherneski, Jules Combs, Ritchelle Corvil, Jewelz' Crane, Thomas Daniels, Juan Delgado Cruz, Jessica Delva, Liam Dennehy, My-Kira Fisher, Syniah Floyd, Myah Forsee, Jacob French, Vincenzo Genna, Hayden Giuttari, Evan Gregg, Miya Hall, Madison Hartnett, Ariyanna Hazzard, Melissa Herka, Landen Hester, Ariana Hinmon, MIKAYLA Hinson, Jacob Holland, Josh-Samuel Ikechi-Konkwo, Vincent Jenkins, Ijanae Johnson, Rebecca Johnson, Kameron Joseph, Kevin Juarez-Sanchez, Alaina Judd, Cecelia Kewer, Anilah King, Briana Koukaras, Nolan Kuser, Abigail Lincoln, Francisco Lobos Morales, Sofia Lopez, Cole MacDonald, Jacqueline Matias Morales, Saige McMahan, Yendy Mendez-Mendez, Perla Mendoza Mendez, Lila Mergner, Rylee Metzner, Liberty Miller, Katelyn Milligan, Kanye Moore, Savana Moore, Judith Morado Rubio, Rulber Morales-Perez, Catherine Morales-Roldan, Adam Nash, Leslie Ochoa Cruz, Darren Pace, Za'Riahya Parris, Riya Patel, Joseph Peel, Kayla Peffley, JonathanPerez-Roblero, Allyson Perry, Eric Perry, Anya Phillips, Hayley Reeder, Khyliah Reynolds, Takayla Riddick, Laneja Robinson-Hall, Laniya Robinson-Hall, Lauren Russell, Rasha Saddiq, Duckens Sajous, Laylia Salaz, Eve Sekscinski, Kylie Short, Breeona Siegrist, Emma Simpson, Tahycha Sinjour, Chloe Smith, Karma Smith, Tyler Smith, Seth Swigert, Sienna Tamburo, Dania Teletor Mendez, Meadow Tesoro, Aaliyah Tilghman, Mariah Todd, Jady Villatoro-Lopez, Emily Volkomer, Hunter Voshell, Taylor Wachter, Hannah Walls, Parker Webb, Tyler Wegner, Jacob Welch, Michael Welch, Russell Welsh, Jabari Whaley-Taylor, Marlyus White, Emma Wiley, Ethan Wilkins, Chase Wohlever, Alexis Wright, Jared Wright

Banneker 1st Marking Period Honor Roll Recipients

Grade 1

Emily Amodeo, Luzdari Bentancourth, Leonard Bey JR, Bella Blocker, Ayden Bonilla-Merced, Elijah Bruister, Ja'Mya Cannon, Ya'Leacia Cannon, Mila Capo, Jennifer Chery, Ella Clukey, Kyla Cohee, Sophia Daniels, Aleigha Deputy, Alexander Dominguez-Gonzalez, Jacob Feindt, Kasean Fisher, Isabelle Fullington, Arnold Hairston, Kenneth Hastings III, Arabelle Hayes, Alyvia Henry, Alex Hicks, Keilani Holston, Kevin Hood III, Justin Howell JR, Isabella Iacono, Bailey John, Romontae Jones, Alexander King, Caleb Knorr, Tykee Lewis, Genesis Lopez, Maria Lopez Ramos, Yendi Lopez Salvador, Mia Lorenz, Jordan Maurice, Alex Mavity, Kevin McDonald, Seth Moore, Audrina Moubray, Anthony Newsome, Kevin Ochoa-Cruz, David Pierce JR, Cael Quillen, Sofia Ramirez-Ramirez, Maurizio Retzlaff, Iker Rodriguez, Bella Sanchez, Griffin Sender, Amy Serrano, Emmalynn Shockley, Rowan Smith, Carter Smith, Caleb Sollie, Laisha Sontay-Abac, Matteo Sparacino, Liliana Stubbs, Seth Teagle, Noah Tignola, Matthew Tracey JR, Masen Trapp, Shyanna Turner, Emmanuel Vargas JR, Edward Walsen, Johnathan Walters, David Wilkins, Brent Wilson, Daphne Ziegler, Colten Zimmerman

Grade 2

Brian Aubourg, Dayana Bamaca Ramos, Emma Barrows, Maddux Bird, Ah'Lani Brown, Owen Caldwell, Sanaa Cannon, Christopher Cannon JR, Laila Carter, Heath Christensen, Owen Coleman, Daylen Collins, Oliverio Diaz Godinez, Sophie Dorcely, Jakai Drummond, Keiry Esparza Flores, Nylah Fidderman, Aidan Forsee, Trinity Francios, Alexis Glendenning, Jace Griffith, Derick Goux-Lopez, Isabella Hamilton, Sara Heesh, Aiden Hinton, Breanna Hood, Jalen Jackson, Kimora Johnson, Brayden Jones, Khloe Leyanna, Brylee Mohr, Edwina Mondelus, Katelynn Moore, Jaxon Moran, Graysen Myers, Aiyana Newsome, Mercedes Palmer, Colt Schmidt, Grayson Sender, Alonna Shorts, Kaleb Siok, Reed Snyder, Makena Stahl, Chase Stewart, Kailee Sturgill, Naomi Taylor, Lizbeth Trejo Dela Cruz, Barrett Valentine, Maia Velazquez Rivera, Jason Walls, Caden Walters, Sarah Warnick, Zion Waters, Usef Weeks JR, Harmony White

Banneker 1st Marking Period Honor Roll Recipients

Grade 3

Elizabeth Abbate, J'Shawn Adamson, Amir Allen, Liam Bartz, Terrin Bell, Alaya Bibbins-Griffin, Tenisha Chery, Trinity Connelly, Pierce Conway, Johanna Dunbar, Danika Eisele, Sophia Fowler, Aubrey Grose, Jason Harmon Jr, Reina Hinton, Alicia Howell, Mackenzie Huber, Ryan Huot, Dieucica Jean-Baptiste, Aubrie John, Hayden Kenton, Cullen Kilgore, Fabiana Laragione, Gabriella LaRagione, Luidji Leconte, Brianne Legrand, Zy'Asia Lewis, Parker Long, Gerardo Lopez, Amani Maurice, Ariana Merlo-Chaj, London Mohr, Navaya Myers, Bao Nguyen, Jancarlos Ortiz-Roblero, Ashlie Owens, Haley Perry, Lauren Pieshala, Courtney Popelas, Esmeralda Rosario Tirado, Kamia Seward, Brynleigh Sheehan, Malachi Sollie, James Sontay-Abac, Madeleine Stevenson, Morgan Sturgill, Noah Teagle, Payton Tyler, Ryan Ung, Isabella Valentine, Kai Vezmar, Makyra White, Zy'Nnasia White, Tristen Willey,

Grade 4

Eloisa Barrios-Ortiz, Sarah Barrows, Sarah Barrows, Christian Bentley, Lindsay Bowman, Donald Calhoun, Naomy Chavez-Carrilo, Marayah Crippen, Alfred Davis JR, Jamesley Delva, Olivia Evans, Keith Forkum III, Marlee Gabourel, Maria Gomez, Pedro Gomez, Yasheliz Gonzalez, Gianna Hicklin, Cyle Hostedler JR, Barack Johnson, Obama Johnson, Madison Johnson-Perry, Jayden Kellam, Kiera Knox, Christopher Kozlowski II, Brayden Lefever, Saniya McCray, Skylar McGinnis, Ashley Mireles-Hernandez, Penn Mosher, Austin Neal-Dickerson, , Rushi Patel, Anne-Flora Pierre, Tyler Potocki, Ta'lynn Reese, Machenzie Rollison, Asialyn Shorts, Brooklyn Smith, Shauna Smith, Joshua Sollie, Aiden Sturgis, Tamaya Taylor, Cecilia Wallace, Kaydence Whaley, Eva Wiley-Vezmar, Miya Winston, Logan Winter, Alexis Worley, Amira Young, Edwin Zamarripa-Acosta, Cheng Zhang, Calvin Ziegler,

Grade 5

Sevanna Bawgus, Scott Beenick, Mason Bird, Devin Bleen, Marshay Brown, Ramon Burris, Ashley Casner, Crystal Castillo-Gonzalez, Nolan Cohee, Grant Conway, William Cromer, Tatiyanna Davis, Jacob Dickerson, Matthew Feindt, Evan Fitler, Sabrina Fleurentus, Dylan French, Lillian Fry, Klever Garcia-Geronimo, Samantha Gomez, Camila Gomez-Reyes, Riley Goodwin, Jacob Grose, Taedan Hajek, Gage Hatley, Mya Hernandez-Barajas, Randy Hudgins Perez JR, Nicholas Hudson, Leopold Huot, Brian Iacono, Love-Mica Jean, Damian Jewell, Esdras Leiva Domingo, Eric Lin, Duwayne Louis, Jeffrey Malloch, Leah Metzner, Jullian Montsch, Taylor Munday, Dawn Mutchler, Anthony Nash, Amiyah Nocks, Dominic Ortiz, Terry Ortiz-Torres, Aarav Patel, Rikelmer Ramirez-Arrega, Aniza Ramos, Steven Riddick, Stephanie Rosario Tirado, Azul Sanchez, Peyton Shockley, Cheyanna Smith, James Sollie, Madison Stahl, Jabree Stanley, Racheal Stevens, Jayden Sylvester, Olivia Tribbett, Kenny Ung, Ryleigh VanSant, Mia Vargas Vazquez, , Heather Weick, Parker Wells, Adrienne White, Kathryn Williams, Dynasty Wright

Lulu Ross 1st Marking Period Honor Roll Recipients

1st Grade:

Rylan Albert, Landon Alvarado, Yaman Alwan, Abraham Ambrosio-Mejia JR, Anthony Arreaga-Velasquez, Angelie Avina-Estrada, Marin Azzanesi, Cristenn Barrios Arreaga, Tyler Batson, Fletcher Benson, Cooper Brannan, Ryan Brittingham, Bentley Brounce, Evamary Cabrera, Jacob Carter, Arely Castillo, Lainey Chorman, Samayah Cirwithian, Christian Cook, Wyatt Cook, Selah Crawford Johnson, Emily Croce, A'Meeriah Davis, Abigail Deese, Aliya Denis, Meredith Dickerson, Esther Domercant, Yareksy Dominguez-Ruiz, Sloane Dondarski, Huntley Downes, Dawonne Downing JR, Sage Elliott, Louisena Etienne, McKenzie Farissier, Ilianny Felix-Abad, Jackerlson Francois, Emma Frazier, Davion Freeman, Davian Fuhrman, Dasley Gabriel, Meela Gooding, Conor Greenly, Jair Jeronimo, Cerese Jester, Georgia Jones, Kennleigh Jones, Payton Killinger, Daniel King, Madison Klein, Aiden Kowalski, Elizabeth Ksenich, Ellie Lammy, Skylar Lane, Darnell Legros, Juan Lopez Aj, Jimmy Lopez-Lucas, Kiami Marshall, Eliana Martinez, Alan Matias-Morales, Brody Messick, Emily Painter, Alexander Pena, Na'Veya Penn, Suseli Perez-Perez, Merhodjina Pierre, Daniel Reyes-Hernandez, Anderson Roblero Morales, Xavier Ruark, Leovany Sales Morales, Esdras Sandoval Ramos, Evelyn Sandoval-Morales, Venero Sanon, Noah Serwalt, Dawson Sharp, Haleigh Simon, Thomas Smallwood, Lucy Smith, Declan Sterling, Harmony Suarez, Lourdjina Succes, Aniyja Teran-Wilhelm, Nicholas Vathes, Dianeli Vazquez Rivera, Lyric Villa, Andrew Warrington, Zachary Wolfe, Elizabeth Yanez Yanez

2nd Grade:

Adan Aceves Garcia, Derek Aniceto-Carranza, Anthony Argueta Zepeda, Alessandro Arias, Rosalie Avina-Estrada, Fernando Baltazar Herrera, Bryana Barrios-Mendez, Juliana Bates, Levy Berduo-Mazariegos, Saiphe Blount-Hampton, Zoey Blum, Madison Bogan, Mason Branham, Vincent Brown, Kara Calvert, Elysia Caraballo, John Carothers III, Avion Cartwright, Aubree Connor, Sa'Renity Conquest, Lukas Conway, Samantha Dalious, Esteban Deleon Velasquez, Drew Denney, Maximus Diffenderfer, Dometrius Dorell, Amara Duff, Jason Dunn JR, Fedson Etienne, Mason Farissier, Ryan Farissier, Aneurys Felix-Abad, Yolanda Francis, Kiley Gillespie, Logan Grant, Evelyn Graver-Everitt, Makenley Haymond, Connor Hudson, James Hudson, Jake Jackson, Adrian Johnson, Kaedyn Jones, Chloe Kibler, Benjamin Kittle, Teagan Kneifl, Emily Kneipp, Sidney L'Armand, Christian Lara, Mark Lee JR, Vanessa Legros, Wenda Legros, Ivan Lin, Emily Lopez Nolasco, Leah Marvel, Nariela Matamoros, Esvin Matias Morales, Zuleyka Mejia, Kenjina Mele, Aspen Messick, Aubree Messick, Avery Messick, Maddison Mock, Pedro Molina Lopez, Lindsay Mollura, Angela Monterola Nolasco, Angel Morales-Lopez, Rut Morales-Palacios, Ava Morson, Giavanni Moyer, Ethan Murphy, Joshua Neal, Nicholas Neibert JR, Julia Nelson, Zayden Nunez, Aaron Ochoa-Lopez, Gabriel Paisley, Mason Parkhurst, London Parson, Anthony Pena JR, Tyrone Pitts JR, Emily Potter, Emma Reynolds, Hayden Reynolds, Kenleigh Rodriguez, Cole Roswell, Ryenn Sapp, Austin Scott, Verity Seelbach, Isaac Shinholt, Aerik Sivels, Gregory Smith II, Sophia Spigone, Cole Stevens, Yammani Vargas-Chilel, Alexis Vathes, Jordan Velasquez-Aguilar, Emily Velasquez-Lopez, Yashua Velazquez Merida, Abigail Wechtenhiser, Delaney Weissberg, Mason Zimmerman

Lulu Ross 1st Marking Period Honor Roll Recipients

3rd Grade:

Angelica Ambrosio-Mejia, Aileen Arreaga-Velasquez, Leandro Barrios Arreaga, Raven Boone, Jason Brito, Avery Brittingham, Jaheim Bryant, Antonio Carannante, Rylee Cline, Allison Coverdale, Brayden Coverdale, Je'Syr Curry, Abigail Deleon-Velasquez, Payton Dennis, Jayla Dukes, Soren Evers, Keegan Fitzwater, Prince-Yves Florestal, Alexis Formica, Addison Freebery, Michael Frieze III, Yaretzi Garcia Vivar, Marlynia Gilles, Daniel Gonzalez, Sylvia Hall, Wilfrido Hernandez Santizo, Tamar Ikechi-Konkwo, Kaylee Jaraszewicz, Harlan Jones, Christine Joseph, Jack Kreider, Oliver L'Armand, Angela Lin, Sara Luffman, Kendall Lynch, Yamil Martinez Quinones, Dayana Martinez, Brian McConnell, Noah McDougall, Finn McPherson, Ailyn Mercado, Jayla Mitchell, Laynie Mitchell, Joshua Morales Lopez, Addison Ogle, Cali Painter, Marie Pierre, Yazmin Proffitt, Jassiel Ramos Lopez, Hanna Reynolds, Jordyn Reynolds, Natalie Roch-Dornisch, Jeremiah Rodriguez Ramirez, Dayton Rogers, Oscar Salguero Romero, Genesis Santos-Chavez, Devyn Sharp, Ramon Silva JR, Isabella Sisson, Kiana Sivels, Hailey Smith, Robert Southard V, Jaren Sterling, Shaun Turner, Alexander Vasquez-Mendez, Zashenka Vazquez Pagan, Aiden Vogel, Harold Walls JR, Olivia Watkins, Raven West, Kali'ana White, Shane Williams, Ava Wyatt

4th Grade:

Aurelia Alexander, Paul Azzanesi, Ka'ron Bacon, Kaisan Bacon, Astrid Barrios-Mendez, Damien Beckett, Ava Brozefsky, Nicholas Cabrera, Charity Cartwright, Ni'Jae Cesar, Jocelyn Chilel-Sandoval, Addison Cook, Julianne Dickerson, Kaleb Dolgas, Odin Duko, Baylor Elliott, Caitlyn Fannin, Tyler Gillespie, Brandon Gomez JR, Jennyfer Gomez, Deacon Herring, Brooke Jackson, Cheyenne Johnson, Aubrey Jones, Ki'Mara Jones, Katelyn Joseph, Justin Kemp, Madison Kirby, Conner Klein, Beverly Kneipp, Elizabeth Layton, Zoe Layton, Hiram Martinez Quinones, Britnney Matias-Morales, Marcus Miller, Leynisky Olistin, Allison Parisi, Wyatt Prouse, Sabrina Rahman, Anthony Ramirez-Zamora, Hayden Reeder, Wyatt Roswell, Abagayle Ruczynski, Landon Sacks, Danny Sandoval-Santos, Addison Sapp, Andrew Sivels, Jacob Smith, Sa'Niyah Toppin, Sean Torres-Rivera, Bryce Turner, Baruc Vieyra Garcia, Rylee Ward, Grayson Weissberg, Elijah Whaley, Wade Wilkinson, Dakota Wise, Aidan Wyatt, Estefania Yanez-Yanez

Lulu Ross 1st Marking Period Honor Roll Recipients

5th Grade:

Rihanna Adams, Tihanna Adams, Daniel Aladuge, Alyssa Anderson, Guadalupe Barrientos, Isabel Betts, Isaiah Blackwell, Cheyenne Branham, Daniela Bravo, Hailee Brittingham, Evangeline Brown, Chozen Bryant, Emily Bunting, Julianna Carothers, Miriam Carranza, Wesley Casper, Abigail Catania, Lucy Chorman, Nickolas Chorman-Shaffer, Harley Davidson, Elizabeth Dawson, Leopoldo Deleon-Velasquez, Bens-ly Denis, Adely Domingo-Lopez, Austin Fannin, Zachary Ferrer, Daniel Formica, Adrionna Fountain, Mike Galindo, Paige Giuttari, Jackson Gooden, Jackson Grant, Zoie Gray, John Hall, Wyatt Herring, Justice Hickman, Ayden Hinson, Trinity Hopkins, Sophia Jean Baptiste, Maxwell Karol, Wyatt Lane, Robert Lauzon, Khaidan LeGrand, Evan Lewis, Michael McKain, Erica Mollura, Eric Moore, Hannah Noble, Isabel Norris, Samuel Ochoa-Lopez, Makayla Peers, Madilyn Poirier, Ny'Caria Portalatin, Alyse Potter, Emily Rauch, Cohen Reed, Avery Richard, Yarelis Robles-Gonzalez, Madeline Roch Dornisch, Aida Santos-Chavez, Chris Santos-Chavez, Reid Schafer, Megan Shores, Irwin Sickler, Francisco Spigone, Phoenix Stump, Matthew Vazquez, Ava Voshell, Aaron Walker JR, Riley Walker, Carson Ward, Maddison Webb, Sara Wilkinson, Alyssa Wolhar, Brandon Wright

Mispillion 1st Marking Period Honor Roll Recipients

1st Grade

Serenity Abraham, Raylen Allen, Randy Benson, Hunter Blizzard, Paden Bowen, Christopher Browning Jr., Aiden Burgholzer, Quinn Carmean, Kalob Clendaniel, Sofie Cornell, Fareed Cromartie, Caden Davidson, Madelyn DuPhily, Isabella Eckert, Aubrie Fitzhugh, Celso Flores-Rabadan, Jayven Freeman, Berat Gungor, Elijah Hansen, Jason Hayes, Sadie Howard, Emma Johnson, Jared Jovel, Chase Kimmey, Nery Lopez Velasquez, Jennifer Lopez-Lopez, Jonathan Lopez-Lopez, Beatriz Lorilla, Owen Martin-Ramirez, Connor McMullen, Emmaline Meredith, Dresden Miller, Mitchina Monfiston, Sophia Moore, Michael Mosley Jr., David Ortman, Adrian Pettit, Valerie Phebe, Kamille Reynolds, Kai Reynolds, Alexander Rose, Austin Scarborough, Stella Schmidt, Lily Schrader, Brooklyn Shorts, Maddison Smith, Evelyn Stevenson, Christopher Tomczyk, Cecelia Tyrrell, Lopez Velasquez, Adrianita Velasquez-Morales, Lilah Villalobos, Nicolas Walls, Kennedy West, Michael White, Ayden Wilson, Kathryn Wilson, Evan Yeich, Nathan Zadroga.

2nd Grade

Annette Anderson, Alexander Avalos, Kirra Bohenko, Zoe Bontrager-Thomas, Torrance Bryant-Powell, Kinzlee Calhoun, Christian Carney-Ramirez, Anamirel Campos, Le-Airah Cannon, Ce-Onna Cason, Jacob Denham, Eduardo Dominguez-Hernandez, Madi'Sole Eley, Makenna Farmer, Timothy Finner Jr., Kai'Lee Francois, Meredith Frederick, Christopher Geary, Belinay Gungor, George Hernandez-Leon, Kinslee Hogan, Cameron Hovatter, Jahaunna Huey, Brighton Jones, Ellijah Jones, Theodore Kenton, Larsen Latouche, Jared Laz, Chloe Lebo, Ryleigh Little, Isaiah Lockett, Angel Lorah, Tenley Lord, Samuel Masis Espino, Lillian McBroom, Edwin Monroy Hernandez, Llenedith Morales Jeronimo, Ja'Shaun Morris, Brad Morris Jr., Owen Mumford, Colin Ni, Lana Nicholson, River O'Neal, Liam Phillips, Crystalin Pitts, Leighanne Portz, McKenna Purcell, Caleb Quinones, Daniel Ramos-Velasquez, Joshua Reed, Denver Rivers, Aubree Rogers, Patrick Sharp, Mason Showell, Sydney Spahr, Oldhina St Juste, Kevin Tecan Zagel, Sophia Vasquez-Vergel, Sadie Washington, Shelby Webb, Alysha Welch, Sanaa Whaley, Kaleb Wilson, Sa'ondra Young.

3rd Grade

Drake Benton, Lydia Blizzard, Leyla Bones Hernandez, Mackynze Bowman, Kai-Ron Briddell, Ashyra Brown, Seamus Burk, Teagan Callaghan, Riley Carmean, Allison Case, Crystal Contreras-Resendiz, Landon Corkell, Zachery Coulbourne, Liam DeLauder, Wood-Marc Devil, Kyle Dutton, Ethan Forrest, Amaree' Francois, Da'Zhira Frazier-Stewart, Lydia Gagner, Yojana Garcia-Lopez, Mackenzie Hayhurst, Adele Herd, Yeymi Hernandez-Morales, Ashlee Hood, Esther Kinzer, Kaedon Layton, Natalie Linton, Franky Lopez-Lopez, AH'Miracle Lovett, Jeffrey Lovett Jr., Nissi Malbert, Sebastian Martin, Ney'Tiri Matthews, Roman McMullen, Lane Mears, Ketura Mele, Michael Mullen, Roman Newman, Samuel Odegaard, Hannah O'Neill, Spencer Peel, Antonio Perdow, Michaela Perfetti, Jacob Peters, Elliott Pettit, JuVenskey Phebe, Brendan Powell, Christopher Reed, Rowan Rhodes, Ava Roethlisberger, Hannah Schrader, Caden Shorts, Cayden Showell, Bliss Smith, Parris Stevens, Kaji Stevens, James Stutzman, Colten Thompson, Katelyn Tuff, Jaelin Turner, Kameron Vincent, Benjamin Walter, William Walter, Leilanni Washington, Tavia Williams, Eriona Wright-McGlotten, Eric Wright-McGlotten, Taylor Yeich, Kaidan Zeroles-Johnson.

Mispillion 1st Marking Period Honor Roll Recipients

4th Grade

Aniyah Allen, Jay Alphin III, Xavier Avellanet, Jaleah Baynard, Tiani Bibbins, Charis Bontrager, Benjamin Braga, Adrianna Burke, Jameer Campbell, Juliene Combs, Benjamin Cornell, Colby Crew, Marcos Deleon-Velasquez, Keegan Dennehy, Rodmika Dieujeste, Talan Doneker, Oliver Duphily, Olivia Eisenbrey, Riley Eslin, Antonia Flores-Rabadan, Humberto Flores-Rabadan, Jack Frederick, Ethan Garcia, Natalie Hicks, Laila Johnson, Hannah Jones, Kelsey Juarez-Sanchez, Lilyana Kandrac, Kelce Lea, Amanda Lee, Helen Lopez Alfaro, Trent Lovett, Kaelic Lunsford, Daniel Machovsky, Molly Masten, Willow McMahan, Jack Meszaros, Anahi Meza, Gianna Monfiston, Miracle Morris, Angie Ni, Liam Nicholson, Ezekiel O’Hara, Eli Parfitt, Cameron Perry, Jayla Persia, Joshua Ramos-Velasquez, James Ratledge, Brody Skinner, Zack Soriano, Brendan Stevenson, Ke’San Sturgis, Kaiden Swain, Timothy Taylor-Bennett, Ridedjina Thermidor, Ava Turner, Alana Warfel, Graham Watkins, Curtis Watson-Davis, Kaylee Wilkerson-Gillespie, Jayden Williams, Malen Winkleblech, Aiden Yatuzis, Greyson Zook

5th Grade

Jordan Akins, Abigail Aleman, Chad Alexander Jr., Amy Barrios-Ramirez, Sabrina Bonneville, Addison Brode, Kayla Bunting, Brooklyn Calhoun, Victor Carrillo, Hayden Chisenhall, Michael Currence Jr., Zennaya Davis, Morgan Deeney, Baudilio Deleon, Hannah Fisher, A’niyah Fitzgerald, Lentwane Hall Jr., Ethan Hampton, Merary Haro-Purata, Desi Hastings, Nicholas Herholdt, John Hernandez-Leon, Landen Hill, Christine Holden, Ashton Holleger, Porsha Hood, Samantha Hudson, Gianella Ibanez Guillen, A’nya Isabell, Darinel Jacobo-Perez, Christopher Jennings Jr., Noah Jones, Karah Jones, Evan Kenton, Makenzie King, Carl Laramore, Kyla Laz, Francisca Lobos-Morales, Elvia Lopez-Ortiz, Brennan Lord, Ty Mackert, Jacob Messick, Josue Morales-Gutierrez, Kaitlyn Morris, Spencer Nagy, Gage Nordberg, Emily Odegaard, Maureen O’Neill, Aaron Parfitt, Ethan Parke, Bryce Patricella, Elliott Peel, Keyra Perez Lopez, Terrance Rice, Paulino Rivera II, Kimberly Robledo-Jaimes, Joana Roblero-Perez, Zachariah Sayer-Elliott, Kirsten Saylor, Christian Schimmel, Summer Shaw, Landon Short, Logan Short, Tristen Showell, Natalie Shreves, Loghan Slaughter, Carmen Smith, Kaycee Stevens-Brittingham, Norri Stiffler, Ni’Zair Taylor

MILFORD SCHOOL DISTRICT
Fiscal Year 2019 Monthly Revenue Report
As of November 30, 2018
41.67% of the Fiscal Year completed

REVENUE SOURCE	Preliminary FY 2019 Budget	Actual to date	% received
STATE FUNDS			
Formula Salaries	26,147,462	24,637,682	94.23%
Cafeteria Salaries	485,872	437,285	90.00%
Division II, All Other Costs	851,086	838,321	98.50%
Division II, All Other Costs - VOC	99,443	74,582	75.00%
Division II, Energy	737,822	664,040	90.00%
Division III, Equalization	5,339,016	4,748,100	88.93%
State Transportation	2,739,236	2,994,921	109.33%
Homeless Transportation	447,895	192,000	42.87%
Foster Care Transportation	82,851	49,300	59.50%
Transportation Supply	1,000	1,000	100.00%
Related Services Cash Option	55,000	127,639	232.07%
Drivers' Education	15,545	13,991	90.00%
Unique Alternatives Transportation	268,930	319,710	118.88%
Professional Development	-	-	
Delaware Sustainment Fund	785,596	323,869	41.23%
Academic Excellence Cash Option	-		
Technology Block Grant	63,068	95,044	150.70%
Educator Accountability (CPR)	1,091	-	0.00%
World Language Expansion	30,000	48,395	161.32%
Odyssey of the Mind			
Education Opportunity Grant		142,014	
Student Success Block Grant - K-3		62,937	
Student Success Block Grant - Reading (Ross)		79,366	
Minor Capital Improvements	289,957	138,388	47.73%
Milford Career and Technical Fund		25,000	
Major Capital Improvements	-	-	
TOTAL STATE FUNDS	38,440,869	36,013,584	93.69%
LOCAL FUNDS			
Current Expense (tax rate)	7,892,376	7,495,630	94.97%
Current Expense (capitations)	250	19	7.56%
Athletics	40,000	22,264	55.66%
Interest	85,000	32,842	38.64%
Building Rental	15,000	4,145	27.63%
Other Local Revenue	18,500	4,301	23.25%
Sol - Systems	1,500	521	34.76%
Energy Curtailment	15,000		0.00%
CSCR	20,000		0.00%
Indirect Costs	175,000	40,508	23.15%
Cafeteria	2,070,000	615,635	29.74%
Net Choice Billings	(117,391)	(109,378)	93.17%
Net Charter Billings	(119,049)	(108,405)	91.06%
Tuition Billings	(1,955,000)		0.00%
Social Studies Coalition/Donations	107,000	50,975	47.64%
Debt Service	1,270,000	1,170,673	92.18%
Debt Service - County Impact Fees	194,041	61,737	31.82%
Tuition	2,825,000	2,601,406	92.09%
Minor Capital Improvements	193,305	177,826	91.99%
E-Rate	25,000	8,653	34.61%
Extra Time Local Match	-	-	
Reading and Match Specialist Match Tax	-	-	
Technology Maintenance Match	-	-	
Major Capital Improvements	-	-	
TOTAL LOCAL FUNDS	12,755,531	12,069,354	94.62%
FEDERAL FUNDS			
IDEA Part B	1,065,421	1,064,130	99.88%
IDEA - Preschool	45,979	47,165	102.58%
Title I	1,665,001	1,835,010	110.21%
Title II	333,718	370,471	111.01%
Title III English Acquisition	48,104	51,993	108.08%
Education for the Homeless	10,000	-	0.00%
School Based HIV/STD Prevention	-	-	
Perkins	140,022	146,156	104.38%
TOTAL FEDERAL/OTHER FUNDS	3,308,245	3,514,925	106.25%
GRAND TOTAL ALL FUNDS	54,504,645	51,597,863	94.67%

Milford School District
Monthly Report of Expenditures
For the month ended November 30, 2018

		Preliminary				
Operating Unit	Budget Line	Budget Amount	Encumbered	Expended	Budget Remaining	% Remaining
9180668A	Benjamin Banneker Elementary School	\$ 60,347.00	7,844.78	8,409.28	\$ 44,092.94	73.07%
9180670A	Evelyn I. Morris Early Childhood Center	\$ 45,441.50	4,141.08	13,045.21	\$ 28,255.21	62.18%
9180672A	Lulu M. Ross Elementary School	\$ 73,395.00	2,523.92	13,073.70	\$ 57,797.38	78.75%
9180673A	Misphillion Elementary School	\$ 64,424.50	1,948.47	11,393.51	\$ 51,082.52	79.29%
9180675A	Milford Central Academy	\$ 121,155.00	5,447.68	47,331.12	\$ 68,376.20	56.44%
9180678A	Milford Senior High School	\$ 149,437.50	24,909.88	65,760.02	\$ 58,767.60	39.33%
99900000	Board Of Ed/District Expenses	\$ 2,000.00	-	116.46	\$ 1,883.54	94.18%
	School Resource Officer	\$ 165,000.00	9,659.00	152,668.00	\$ 2,673.00	1.62%
99900100	Legal Services, Audit and Insurance Premiums	\$ 89,459.00	11,530.15	10,223.60	\$ 67,705.25	75.68%
99900300	District Expenditures	\$ 20,000.00	504.42	4,259.87	\$ 15,235.71	76.18%
	Public Relations and Communication	\$ 1,000.00	-	-	\$ 1,000.00	100.00%
	Copy Center (District Wide)	\$ 95,000.00	56,953.31	40,225.21	\$ (2,178.52)	-2.29%
	Student Emergency Fund	\$ 4,000.00	2,000.00	2,000.00	\$ -	0.00%
99910100	Superintendent	\$ 1,500.00	328.18	620.80	\$ 551.02	36.73%
99920000	World Language Immersion (State Grant)	\$ 30,000.00	-	27,866.28	\$ 2,133.72	7.11%
	Educator Accountability (State Grant)	\$ 1,090.88	-	-	\$ 1,090.88	100.00%
	Milford Career and Technical (State Grant)		11,072.10	-	\$ (11,072.10)	
	Student Success Block Grant (Reading)		-	14,197.41	\$ (14,197.41)	
	Education Opportunity Grant - Ross		-	11,809.82	\$ (11,809.82)	
	Summer School	\$ 25,000.00	-	20,132.06	\$ 4,867.94	19.47%
	Translators	\$ 20,000.00	-	1,269.16	\$ 18,730.84	93.65%
	Extra Time Programs	\$ 20,000.00	-	5,366.84	\$ 14,633.16	73.17%
	Curriculum and Instruction	\$ 200,600.00	22,868.63	65,494.74	\$ 112,236.63	55.95%
99920500	State Professional Development	\$ -	-	-	\$ -	
99920700	Athletics - High School	\$ 156,500.00	65,453.33	65,966.22	\$ 25,080.45	16.03%
	Athletics - Milford Central Academy	\$ 26,500.00	11,530.27	14,733.30	\$ 236.43	0.89%
99920800	Driver's Education	\$ 15,545.00	902.75	13,088.25	\$ 1,554.00	10.00%
99930200	Tuition - Special Services	\$ 574,500.00	81,276.00	82,279.08	\$ 410,944.92	71.53%
	Tuition - Special Services - ILC	\$ 295,500.00	2,470.78	86,141.82	\$ 206,887.40	70.01%
	Unique Alternatives (State Funds)	\$ 268,929.50	195,093.50	94,498.60	\$ (20,662.60)	-6.99%
99930300	Special Services	\$ 49,000.00	19,179.81	19,228.67	\$ 10,591.52	21.62%
	Special Services - State Related Services	\$ 55,000.00	-	-	\$ 55,000.00	100.00%
99940100	Contingencies and One-Time Items	\$ 200,000.00	-	-	\$ 200,000.00	100.00%
99940100	Milford Middle School Evaluation	\$ 50,000.00	-	1,381.82	\$ 48,618.18	97.24%
99940200	Division I/Formula Salaries	\$ 26,147,461.67	-	11,924,811.32	\$ 14,222,650.35	54.39%
99940300	Division II - Vocational	\$ 99,443.00	7,335.13	8,982.05	\$ 83,125.82	83.59%
99940400	Division III/Local Salaries	\$ 10,300,000.00	-	3,982,294.76	\$ 6,317,705.24	61.34%
	Union agreed Limited Contracts	\$ 340,000.00	-	33,716.65	\$ 306,283.35	90.08%
99940500	Title I	\$ 1,665,001.00	1,749.55	179,183.33	\$ 1,484,068.12	89.13%
	Title II	\$ 333,718.00	-	-	\$ 333,718.00	100.00%
	Title III	\$ 48,104.00	-	3,798.36	\$ 44,305.64	92.10%
	IDEA Part B	\$ 1,065,421.00	-	19,936.00	\$ 1,045,485.00	98.13%
	IDEA Preschool	\$ 45,979.00	-	-	\$ 45,979.00	100.00%
	Perkins	\$ 140,022.00	24,736.82	48,333.75	\$ 66,951.43	47.81%
	Homeless	\$ 10,000.00	-	-	\$ 10,000.00	100.00%
	Other Federal Grants	\$ -	-	-	\$ -	
99940600	Insurance Expense	\$ 83,000.00	-	13,931.00	\$ 69,069.00	83.22%
99940700	Social Studies Coalition/Donations	\$ 107,000.00	394.03	11,590.97	\$ 95,015.00	88.80%
99940810	Technology Equipment & Repair	\$ 270,000.00	36,987.19	119,504.56	\$ 113,508.25	42.04%
	Technology Block Grant	\$ 63,068.00	-	76,684.88	\$ (13,616.88)	-21.59%
99940900	Tuition Reimbursement	\$ 60,000.00	-	-	\$ 60,000.00	100.00%
99950000	Personnel/Human Resources	\$ 8,000.00	614.79	3,563.99	\$ 3,821.22	47.77%
99960000	Child Nutrition Operations	\$ 2,070,000.00	174,527.17	830,228.55	\$ 1,065,244.28	51.46%
	Cafeteria Salaries	\$ 485,872.00	-	216,051.20	\$ 269,820.80	55.53%
99960100	Facilities Maintenance	\$ 90,000.00	31,920.10	31,422.22	\$ 26,657.68	29.62%
	Custodial Services and Supplies	\$ 90,000.00	30,713.31	41,322.38	\$ 17,964.31	19.96%
99960200	Operations and Utilities	\$ 327,340.00	50,717.57	105,939.82	\$ 170,682.61	52.14%
	Energy Division II	\$ 737,822.00	148,958.94	275,691.06	\$ 313,172.00	42.45%
99960300	State Transportation	\$ 2,739,235.56	244,107.11	889,827.18	\$ 1,605,301.27	58.60%
	State Homeless Transportation	\$ 447,895.00	86,194.80	93,805.20	\$ 267,895.00	59.81%
	State Foster Transportation	\$ 82,851.00	28,005.00	11,995.00	\$ 42,851.00	51.72%
	Transportation Supplies	\$ 1,000.00	-	-	\$ 1,000.00	100.00%
99960400	Transportation Internal Budget (Local)	\$ 23,000.00	765.83	15,688.58	\$ 6,545.59	28.46%
	Local Activities Transportation	\$ 3,000.00	-	267.65	\$ 2,732.35	91.08%
	Local Homeless Transportation Match	\$ 60,000.00	9,577.20	10,422.80	\$ 40,000.00	66.67%
	Local Transportation Match	\$ 315,000.00	27,131.86	96,094.72	\$ 191,773.42	60.88%
Total Operating Budget		\$ 51,139,558.11	\$ 1,442,074.44	\$ 19,937,668.83	\$ 29,759,814.84	58.19%
99970000	Local Debt Service	\$ 1,464,041.07	-	710,122.20	\$ 753,918.87	51.50%
99970200	Minor Capital Improvements	\$ 483,262.00	61,999.41	102,129.98	\$ 319,132.61	66.04%
Total Capital Budget		\$ 1,947,303.07	\$ 61,999.41	\$ 812,252.18	\$ 1,073,051.48	55.10%
Grand Total		\$ 53,086,861.18	\$ 1,504,073.85	\$ 20,749,921.01	\$ 30,832,866.32	58.08%

Note: Budgets are based on 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

POLICY

1009

PROGRAM AND ATHLETIC BOOSTER CLUBS

I. ~~ROLE OF THE CLUB~~

The Milford School District **recognizes that Program** and Athletic Booster Clubs exist as organizations of parents and community persons dedicated to:

A. ~~Supporting~~, encouraging and advancing the various **academic, arts, and** athletic programs and related activities of the Milford School District, ~~thereby cultivating clean, wholesome school spirit, promoting good sportsmanship, and developing high ideals of character.~~

B. ~~The club shall promote projects to improve facilities and equipment necessary to provide an adequate athletic program for the school district.~~

C. The club shall not seek to influence or direct the technical activities or policies of the school administration, school officials, or coaches who are charged with the responsibility of conducting the ~~athletic program of the schools of the district.~~

D. The club shall do nothing ~~which~~ **that** violates the rules of the Delaware Secondary School Interscholastic Athletic Association or **other regulatory body for the affiliated organization that would in any way** jeopardize the student eligibility or school district membership in the **organization**, athletic association or the Henlopen Conference.

E. By August 1 **each year**, the **program or athletic**-boosters club shall present the names, addresses and telephone numbers of the officers to the ~~Athletic Director~~ **District Office**. **If the group holds an outside bank account on behalf of the booster organization, the Tax ID number shall be kept on record with the District Office. Under no circumstances should a district employee be the guarantor on an outside bank account for an organization.**

II. ~~FINANCIAL~~

The Booster Clubs ~~each year~~ **may** contributes financially to the ~~athletic district organizations and programs department~~ for the needs of each **group** sport that otherwise ~~would~~ **may** not be available from the ~~district~~ athletic department. ~~Primarily, the monies of the Booster Club will be expended for (1) minor capital improvements of the athletic facilities, (2) minor purchases of sport equipment, (3) warm-ups, T-shirts, travel bags, (5) awards and related activities.~~

- ~~All financial activities must conform with DSSAA regulations and be approved by Milford High School's Athletic Director.~~
- ~~Final say on major changes to the building and facilities rests with the Milford School District Board of Education.~~

~~III. TRANSPORTATION~~

- ~~Milford High School will arrange and follow all Milford School District procedures regarding the transportation of team members and coaches. Any requests for other means of transportation provided to team members and coaches must be submitted to Milford High School before transportation schedules are arranged for the next school year.~~
- ~~Other prearranged means of transportation for the year will remain in effect and all contracts honored.~~

~~IV. RELATIONSHIP WITH COACHES~~

- ~~Coaches are encouraged to take advantage of every opportunity to work with the Booster Club in their many fund-raising projects during the course of the school year. The more coaches become involved in booster projects, the more it will strengthen goodwill between the club and the athletic department. In the event a booster club asks a coach about athletic needs, the coach can discuss it in general with the members but must remind them to make the request officially through the Athletic Director's office.~~

~~V. RELATIONSHIP WITH THE ATHLETIC DIRECTOR~~

- ~~The High School Athletic Director is the official liaison between the school district and the **athletic** booster club. All contact should be between the club's duly elected officers and the Athletic Director.~~

ADOPTED: 6/24/96

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

1009

PROGRAM AND ATHLETIC BOOSTER CLUBS

The Milford School District recognizes that Program and Athletic Booster Clubs exist as organizations of parents and community persons dedicated to supporting, encouraging and advancing the various academic, arts, and athletic programs and related activities of the Milford School District.

The club shall not seek to influence or direct the technical activities or policies of the school administration, school officials, or coaches who are charged with the responsibility of conducting the program.

The club shall do nothing that violates the rules of the Delaware Interscholastic Athletic Association or other regulatory body for the affiliated organization that would jeopardize the student eligibility or school district membership in the organization, athletic association or the Henlopen Conference.

By August 1 each year, the program or athletic booster club shall present the names, addresses, and telephone numbers of the officers to the District Office. If the group holds an outside bank account on behalf of the booster organization, the Tax ID number shall be kept on record with the District Office. Under no circumstances should a district employee be the guarantor on an outside bank account for an organization.

Booster Clubs may contribute financially to district organizations and programs for the needs of each group that otherwise may not be available from the district.—

The Athletic Director is the official liaison between the school district and the athletic booster clubs.

ADOPTED: 6/24/96

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

3304A

WELLNESS POLICY

PURPOSE:

The Milford School District is committed to promoting and enhancing the health and well-being of all students. The District believes that for students to have the opportunity to achieve personal, academic, developmental and social success, a positive, safe and health-promoting learning environment must be created at every level, in every setting, throughout the school year. This policy outlines the District's approach to ensuring there are environments and opportunities for all students to practice healthy eating and physical activity behaviors throughout the school day while minimizing commercial distractions.

The Milford Child Nutrition Program is managed in accordance with the regulations and policies from the Delaware Department of Education, State Division of Purchasing, the United States Department of Agriculture (USDA), the State Board of Health, and the Milford Board of Education. Continuous goals and objectives of the program are pursued in a professional, efficient and fiscally sound and responsible manner.

GOALS:

The goals of this policy are:

- to ensure that Students in the District have access to healthy foods throughout the school day – both through reimbursable school meals and other foods available throughout the school campus– in accordance with Federal and State nutrition standards;
- to ensure that Students receive quality nutrition education that helps them develop lifelong healthy eating behaviors;
- to provide Students with opportunities to be physically active before, during and after school;
- to engage Schools in nutrition and physical activity promotion and other activities that promote student wellness;
- to engage the community in supporting the work of the District in creating continuity between school and other settings for students and staff to practice lifelong healthy habits; and
- to establish and maintain an infrastructure for management, oversight, implementation, communication about and monitoring of the policy and its established goals and objectives.

MILFORD SCHOOL DISTRICT WELLNESS COMMITTEE:

The Milford School District shall work within the existing district wellness committee to develop, implement, monitor, review, and, as necessary, revise school nutrition and physical activity policies. The wellness committee shall serve as a resource to school sites for implementing those policies. The Milford School District Wellness Committee shall consist of a group of individuals representing the school and community, and will include parents, students, and representatives of the school food authority, members of the school

board, school administrators, teachers, health professionals, and members of the public. The Superintendent or designee(s) will convene the District Wellness Committee and facilitate development of and updates to the wellness policy, and will ensure each school's compliance with the policy.

NUTRITION STANDARDS FOR FOOD AND BEVERAGES SOLD AND SERVED IN SCHOOLS:

During each school day the school food service program shall offer breakfast and lunch, as well as snacks for students in organized after-school education or enrichment programs.

In addition:

- Free breakfast and lunch shall be offered in all schools through the USDA Community Eligibility Provision.
- If schools are eligible to administer the After School Snack Program, they will do so.

Each school shall encourage all students to participate in these meal opportunities. The school food service program shall operate in accordance with The Healthy Hunger-Free Kids Act of 2010 and applicable laws and regulations of the State. Schools shall offer varied and nutritious food choices that are consistent with the federal government's Dietary Guidelines for Americans. Menus should be planned with input from students, family members, and other school personnel and should take into account students' cultural norms and preferences. Food-pricing strategies shall be designed to encourage students to purchase nutritious items. Procedures shall be in place for providing information to families about the ingredients and nutritional value of the foods served. This information may be made available on menus, website, cafeteria menu boards, placards, newsletters, email, or point-of-purchase materials.

Alternative meals shall be made available for students with physician documented food allergies. Information on the ingredients used in preparation of school meals shall be provided to parents upon request, and parents shall be notified about this option.

All foods, especially healthy options like fruits and vegetables, shall be presented in an appealing and attractive manner and served in a clean and pleasant setting. All food service equipment and facilities must meet applicable local and state standards concerning health, safe food preparation, handling and storage, drinking water, sanitation, and workplace safety. Students and staff shall have adequate space to eat meals in pleasant surroundings and shall have adequate time to eat. Nutrition guidelines should be considered for all school events including celebrations, promotions and incentives.

STAFFING:

Properly qualified nutrition professionals shall administer the school meal programs. The district shall provide annual certification/training via organizations such as the USDA, School Nutrition Association, and National Food Service Management Institute. Staff development programs shall include appropriate certification and/or training programs for child nutrition directors, school nutrition managers, and cafeteria workers according to their level of responsibility.

Newly hired district food service coordinators shall be registered dietitians or have a four-year degree in nutrition science or dietetics.

WATER:

To promote hydration, free, safe, unflavored drinking water will be available to all students throughout the school day and throughout every school campus. The District will make drinking water available in close proximity to where school meals are served during mealtimes.

FOOD AND BEVERAGES OFFERED OUTSIDE FEDERAL NUTRITION PROGRAMS:**Elementary School**

The school food service program shall manage all food and beverage sales to students in elementary schools. All Foods and beverages sold individually in elementary schools shall be compliant with the USDA Smart Snack guidelines.

Middle/High School

In middle and high schools, all foods and beverages sold outside the reimbursable school meal programs (including those sold through a la carte lines, vending machines, or student stores) during the school day shall meet the USDA Smart Snack guidelines.

Foods and beverages offered outside the reimbursable school meal program, including those served for celebrations, shall meet the USDA Smart Snack guidelines. Any food brought into the school for consumption by students shall be commercially packaged and labeled with ingredients to meet allergen requirements.

Competitive Food Service and Standards USDA Regulation 7CFR 210.1:

All foods or beverages sold must meet USDA Smart Snack guidelines. This rule is in effect for the defined school day of midnight to 30 minutes past the end of the school day.

Food provided or offered, but not sold, should meet the Milford School District nutrition guidelines. Any food brought into the school for consumption by students shall be commercially packaged and labeled with ingredients to meet allergen requirements.

All foods served, sold, or given out as free promotion anywhere on school property at any time during the defined school day must meet Competitive Food Service and Standards per USDA Regulation 7CFR 210.11. These foods are defined as foods which provide less than five percent of the Reference Daily Intakes (RDI) for each of eight specified nutrients per serving, and foods which provide less than five percent of the RDI for each of eight specified nutrients per 100 calories and less than five percent of the RDI for each of eight specified nutrients per serving.

Examples: soda water, water ices, chewing gum, and certain candies (hard candy, Jellies/gums, marshmallow, fondant, licorice, spun candy, candy coated popcorn).

SCHOOL-RELATED PROGRAMS OR NON-SCHOOL SPONSORED PROGRAMS OUTSIDE OF THE SCHOOL DAY:

In order to support our students and their families in leading healthy lifestyles, all school-related programs that occur outside of the school day shall be encouraged to ensure:

- there is a selection of food and beverages that meet the nutritional standards of food sold during the school day;

- food and beverages that meet the nutrition standards are sold at a price equivalent to or lower than similar items that do not meet the standards; and
- food and beverages meeting the standards will be as visible or more visible as items that do not meet the standards.

REWARDS:

Schools shall not withhold meals or physical activity from students as punishment. Schools shall encourage the use of non-food performance incentives and rewards.

FOOD MARKETING:

School-based marketing shall promote only foods and beverages that meet the adopted nutrition standards in this policy. Schools shall actively market fruits, vegetables, and 1% and fat-free dairy products. Procedures shall be in place for providing families information about the ingredients and nutritional value of the food served. This information may be made available on menus, website, cafeteria menu boards, placards, newsletters, email, or point-of-purchase materials.

Any food and beverage marketed in the school buildings or on school campuses, including areas adjacent to the building, such as athletic fields, must include only foods and beverages that meet the competitive foods requirements per FNS rule 210.30(c)(iii). This includes the marketing of products on the exterior of vending machines, through posters, menu boards, coolers, trash cans, and other food service equipment, as well as cups used for beverage dispensing. Under these standards, the logos and products marketed in these areas are required to meet the competitive foods standards for foods sold in schools. This policy does not require these items to be immediately disposed of; however, as these items are replaced, they must be replaced with compliant marketing materials.

FUNDRAISING AND CELEBRATIONS:

The School District encourages fundraising and celebrations that promote non-food items and/or physical activity. The School District shall provide a list of ideas for healthy fundraising activities. Any food items brought to school shall meet the Milford School District nutrition guidelines.

PHYSICAL EDUCATION AND PHYSICAL ACTIVITY:

Schools shall be encouraged to provide all students with the opportunity to participate in physical activity through physical education, recess, and classroom activities.

DAILY RECESS:

All elementary school students shall have at least 20 minutes a day of recess, preferably outdoors. Elementary schools shall have a back-up plan in the event that outdoor recess is not possible due to weather conditions. It is safe for children to be outside when the temperatures are above ~~20~~ 32° F, including wind chill factor. Outdoor playtime should be limited to 20-30 minutes when temperatures are ~~between 24-32° F~~ including wind chill factor. When the outdoor temperature is equal to or higher than ~~95~~ 89° F including humidity factors there should be no outside activity.

Middle schools should encourage outside activities when possible, and offer meaningful opportunities for physical activity.

NUTRITION EDUCATION:

The health education program shall include nutrition education that:

- is integrated within the comprehensive health education program taught at every grade level and may be integrated not only in health education classes, but also in classroom instruction in other subjects, with links to school meal programs, school foods, physical education, nurses, guidance counselors, and health-related community services;
- is based on theories and methods proven by published research to improve behaviors consistent with the state's health education standards;
- emphasizes healthy eating, screen time (including use of electronic devices) and physical activity;
- is developmentally-appropriate and culturally-relevant, such as nutrition promotion activities that include taste testing, farm visits, school gardens, etc.;
- includes measurable goals and outcomes related to student wellness.

MONITORING AND POLICY REVIEW:

The Superintendent or designee shall ensure compliance with established state and district nutrition and physical activity wellness policies. In each school, the principal or designee shall ensure compliance with those policies in his/her school and report on the school's compliance to the school district Superintendent or designee.

The Superintendent or designee shall develop a summary report annually on each school's progress in meeting the goals of the district's established nutrition and physical activity wellness policies. That report will be provided to the Milford School Board and distributed to all school principals. A final copy of the report shall be made available on the school district webpage for all stakeholders.

ADOPTED: 6/19/17

PERSONNEL REPORT – *Action Item*

RECOMMEND FOR EMPLOYMENT*

OGLE, Nicole

Central Academy – Child Nutrition Worker (6 hrs.)

Effective: December 18, 2018

KENT, Jenna

High School – Part-Time Educational Support Paraprofessional (27.5 hrs.)

Effective: January 2, 2019

RECOMMEND FOR EMPLOYMENT – TEMPORARY CONTRACT*

LOVENGUTH, Amber

District – Speech Language Pathologist (10 mo.)

Effective: January 22, 2019

GIBBS, Kayleigh

Morris – Kindergarten Teacher

Effective: January 2, 2019

CARPENTER, Jason

High School – Special Education Teacher

Effective: January 22, 2019

TRANSFER

CHORMAN, Brittany

Transfer from Morris Full-Time Educational Support Paraprofessional to Morris Full-Time Behavior Support Paraprofessional

Effective: December 18, 2018

NEEMAN, Frank

Transfer from Morris Night Custodian to Landscaping and Groundskeeper

Effective: January 2, 2019

TIMMONS, Chelsea

Transfer from Morris Part-Time Paraprofessional to Morris Full-Time Educational Support Paraprofessional

Effective: December 18, 2018

RESIGNATION

HENRY, Deborah

High School – Spanish Teacher

Effective: December 20, 2018

Service to MSD: 4 months

CHRISTIE, Lauren

Morris – Kindergarten Teacher

Effective: January 18, 2019

Service to MSD: 5 months

ROHLS, Brittnee
Morris – Kindergarten Teacher
Effective: January 18, 2019
Service to MSD: 3 ½ years

MURPHY, Rose
Ross – Child Nutrition (3 hrs.)
Effective: December 21, 2018
Service to MSD: 2 months

JONES, Kyle
Morris – Part-Time Paraprofessional (27.5 hrs.)
Effective: December 14, 2018
Service to MSD: 1 year

AMEND RESIGNATION DATE

SALTIEL, John
Effective: November 26, 2018 (from November 30, 2018)

AMEND TRANSFER DATE

NICHOLS, Kim
Effective: January 2, 2019 (from January 2, 2018)

RETIREMENT

HILLIGOSS, Katrina
High School – Math Teacher
Effective: June 30, 2019
Service to MSD: 27 years

LINGO, Jay
Ross – School Counselor
Effective: June 30, 2019
Service to MSD: 30 years

LEAVE OF ABSENCE

GONZALEZ-SOTO, Marli
Banneker – P/T Paraprofessional
Effective: December 12, 2018 and ending January 11, 2019

RESCIND EMPLOYMENT – 2018-2019 LIMITED CONTRACTS FOR PERSONAL SERVICES*

Central	Basketball, Boys Coach, Asst.	Dukes, Jaron (21B)/Hazzard, Troy (21B)
High	Basketball, Boys Coach, Asst.	Jones, Kyle

RECOMMEND EMPLOYMENT – 2018-2019 LIMITED CONTRACTS FOR PERSONAL SERVICES*

Central	Basketball, Boys Coach, Asst.	Dukes, Jaron (21B)
Central	Basketball, Boys Volunteer	Sivels, Jawon (21B)
High	Tennis, Boys Coach, Head	Worley, Keegan
High	Unified Basketball, Volunteer	Rill, Aaron

High	Basketball, Boys Volunteer	Savage, Mike (21B) Helmick, Patrick (21B) Green, Jay (21B)
High	Lacrosse, Girls Coach, Head JV	Frampton, Amanda
High	Lacrosse, Girls Coach, Asst. JV	McMillan, Leslie

RECOMMEND EMPLOYMENT – READING TUTORS

Morris	Caldwell, Laura
Misphillion	Savage, Ella Lau, Debbie
Banneker	McGraw, Mary Ellen
Ross	Vincent, Diana

*Employment at Milford School District is contingent upon employment verification, education and other credential verifications, the receipt of satisfactory criminal background and child protection registry checks, and adherence to Milford School District policies.

ADMINISTRATOR CONTRACTS – *Action Item*

Recommend renewal of administrator contracts ending on June 30, 2019 for 1-year renewal beginning on July 1, 2019.

*Employment at Milford School District is contingent upon employment verification, education and other credential verifications, the receipt of satisfactory criminal background and child protection registry checks, and adherence to Milford School District policies.

MILFORD SCHOOL DISTRICT

Milford, Delaware 19963

POLICY

4227

USE OF FORCE

Purpose

The Milford School District has a paramount duty to take all reasonable steps to protect the safety of students. To this end, and in light of the tragic incidents involving active shooters at schools, the District will employ safety monitors who possess the training and experience to be commissioned as constables by the Delaware Board of Examiners of Constables.

Use of Deadly Force

1. Constables may use deadly force in self-defense, or defense of others, from imminent death or serious bodily injury. Constables shall not use deadly force to protect property.
2. Prior to discharging a firearm, constables shall, where safely possible, identify themselves and state their intent to shoot.
3. Constables shall not draw or exhibit their firearms unless there is reasonable cause to believe it may be necessary to use the weapon consistent with this policy.
4. Constables shall not fire into crowds.

Use of Non-Deadly Force

Where deadly force is not appropriate, constables shall use that level of force reasonably necessary to de-escalate the situation, and bring it under control.

Custodial Detention

If a person engages in criminal activity, constables may exercise custodial detention over the person and notify the Delaware State Police or the Milford Police Department. It shall be responsibility of the Delaware State Police or the Milford Police Department to undertake any necessary investigation, and to comply with the reporting requirements of State Bureau of Identification.

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.**
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.**
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 MSD Board Policy 4303(a) Custodian. (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 MSD Board Policy 4305 Senior and Financial Secretary. (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 \$160.00 per day.**

ADOPTED: 7/18/77; 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

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4110

REDUCTION IN FORCE

A. INTRODUCTION

1. Maintenance of professional employees appropriate to effectively carry on the educational programs of the district is a Board responsibility. The purpose of this policy is to establish the manner in which the necessary reductions of those professional employees will be accomplished.
2. Suspension and dismissal of professional employees shall be in accordance with the Laws of Delaware (Chapter 14, Title 14, Section 1411) and the rules and regulations of the Board of Education.
3. RIF Policy for Professional Employees -- Reduction in Force (RIF) shall be just cause for dismissal. When a Reduction in Force is necessary because of a decrease in student enrollment, changes in curriculum, shortage of funds, or changes in the use of professional employees, the superintendent shall identify the area, subject level, or programs that will lose professional employee positions, as well as the date that such reductions are necessary, and make such recommendations to the Board.
4. Prior to the "RIFing" of tenured professional employees, the Board shall attempt to reduce staff in the affected area through voluntary retirement(s), administrative transfers, voluntary leaves of absence, and non-renewal of temporary contracts.
5. When a Reduction in Force is necessary, the superintendent will make his/her recommendations in accordance with the following procedures which recognize the rights of tenured teachers of long service and also the need for the Board to provide qualified professional employees for all programs.
 - a. Non-tenured professional employees in affected area(s) will be terminated first, beginning with teachers holding limited standard

certificates and not having passed the required components of the PRAXIS exam.

- b. Professional employees on Board-approved leaves of absence shall be subject to all provisions of this policy.
- c. Professional employees who have been dismissed for any reason other than reduction in force are not subject to the provisions of this policy. If a professional employee resigns voluntarily and is subsequently rehired, he/she shall regain his/her years of previous service after serving the number of years equal to the number of years of separation.
- d. Date of employment shall mean the first day for which the professional employee is paid. To receive credit for a month of service, the employee must be employed for sixteen (16) or more calendar days.
- e. A professional employee newly hired after the first required working day of the school year, and whose employment begins during that school year, shall receive a temporary contract. Such professional employee shall be placed on the ranked list in accordance with the date of such employment, but not until such time as having secured a regular contract through the normal procedures for new hires and provided there has been no break in employment.
- f. A professional employee who has successfully taught for at least two (2) years in the district in a field in which he/she is fully certified and who transfers (voluntarily or involuntarily) into an additional area for which he/she is fully certified shall remain on the ranked list for the first field of proven expertise. If the Department of Education has not established certification requirements for a specific component, the professional employee shall meet the minimum requirements as set by the district. At such time as the Department of Education established specific requirements, the state requirements will supersede local requisites. After an additional successful two (2) year period in the additional field,

the professional employee shall qualify for placement on the ranked lists for each department with his/her total point accumulation.

- g. By February 15 of each school year, the Personnel Office shall assign points to each professional employee, tenured and non-tenured, based upon designated categories. The professional employee with the lowest point total among each district-wide department or "component" is the first professional employee to be laid off. A "component" is a teaching area within a department that requires special preparation. In order to teach in a particular component at the secondary level (grades 7-12), the professional employee must meet certification requirements by the State Department of Education for that specific component.
- h. A ranked list of professional employees in each department/component indicating point totals shall be posted in each school office by March 1 of each school year, with a copy sent to the president of the MEA. Any professional employee who desires to challenge his/her ranking on the list shall notify the District Director of Personnel in writing prior to March 15. A professional employee's appeal of his/her seniority or classification must set forth the basis for the appeal. A final ranked list shall be posted in each school office and sent to the President of the MEA by March 31 of each school year. If a professional employee's seniority or classification is different on the second list as compared to the first list, such an employee has seven (7) school days from the posting of the second list to appeal the change. Rankings not challenged as provided above shall be regarded as correct by the professional employee and no further appeals shall be honored.
- i. By November 1, the Association President shall be informed, in writing, if the superintendent intends to make a change in the existing classifications. The Association President shall be provided, in writing, with the rationale for any change in the classifications. Prior to December 15, the Association President or designee and the

superintendent will meet to discuss any proposed changes in the classifications. The Association may comment upon any changes the superintendent proposes to make in the seniority classifications and make suggestions for additions and/or deletions of seniority classifications. The superintendent will consider all suggestions from the Association prior to making any changes. The superintendent shall make the final determination as to the seniority classifications which shall be used in preparing the seniority list. The superintendent shall notify the Association President, in writing, by January 15 of any changes in classifications with the rationale for such changes.

B. CATEGORIES

1. Category I. Teacher Experience

- a. Two (2) points for each year of full-time employment in the Milford School District. A full-time professional employee is defined as one who works in accordance with the workday set in the board policy.
- b. One (1) point for each year of half-time employment in the Milford School District. A half-time professional employee is defined as one who works for the Milford School District for a minimum of one-half of the day as described by board policy, but not working full time.
- c. No points for each year of part-time employment in the Milford School District for professional employees working less than one-half of the defined day.
- d. One-half (1/2) point for each year of full-time teaching experience outside the Milford School District.
- e. Two-tenths (2/10) of a point will be given for each month of service within the district for segments of a school year.

2. Category II. Preparation

- a. Four (4) points for a bachelor's degree on the salary schedule.
- b. Five (5) points for a bachelor's degree + 15 on the salary schedule.

- c. Six (6) points for a bachelor's degree + 30 on the salary schedule.
 - d. Seven (7) points for a master's degree on the salary schedule.
 - e. Eight (8) points for a master's degree + 15 on the salary schedule.
 - f. Nine (9) points for a master's degree + 30 on the salary schedule.
 - g. Ten (10) points for a master's degree + 45 on the salary schedule.
 - h. Eleven (11) points for a master's degree + 60.
 - i. Twelve (12) points for a doctorate on the salary schedule.
3. Category III. Breadth of Preparation
- A point is awarded for each additional area of teaching certification as verified by the Department of Education. (It is the professional employee's responsibility to have all verification of certification in the district office prior to January 15.)
4. Points awarded in each category above are weighted as follows:
- | | |
|--------------|----|
| Category I | x5 |
| Category II | x4 |
| Category III | x3 |
5. In case of a tie, the first tie-breaker will be the total number of points in Category I; the second tie-breaker will be the total number of points in Category II; and the third tie-breaker will be the total number of points in Category III. If a tie still exists at this point, the superintendent will recommend to the Board of Education the individual to be retained, taking into consideration extracurricular activities and school committee work.

C. RECALL PROCEDURE

1. Professional employees dismissed by way of the RIF procedures will be placed on a recall list, maintained by the Director of Personnel, for a period of one (1) year. Professional employees will be offered reemployment in any previous employment fields for which they held certification in reverse order of their dismissal. Professional employees who have been "RIFed" and subsequently recalled by the district shall maintain all accumulated seniority

- that they had established at the time of their "RIFing." "RIFed" employees with multiple certifications will be considered for positions for which they are certified.
2. When a vacancy occurs in the area of the professional employee's last employment field for which he/she holds certification, the appropriate professional employee on the recall list will be notified by certified mail. When recall notification takes place prior to August 1, a professional employee on the recall list shall have ten (10) working days from the date of delivery or attempted delivery of the superintendent's letter to respond by registered mail, return receipt requested. The superintendent shall interpret no response as a refusal. When notification takes place subsequent to August 1, it shall be by telephone to the professional employee, and the professional employee will be expected to respond within forty-eight (48) hours of the call. Failure to accept the offer shall result in removal from the recall list. If employed when recalled, the professional employee will be expected to assume the teaching position within two weeks (14 calendar days) after the acceptance of the recall.
 3. It is the responsibility of the employee to keep the Personnel Office informed of any change of address, telephone, and new areas of certification. Failure to do so absolves the Board of Education of any responsibility to the employee.
 4. Individuals who are on the recall list shall, upon written request to the Personnel Office, be given consideration as substitute teachers within the District. An employee on the recall list shall receive the State approved salary for substitutes for those days worked in place of an employee receiving sick leave benefits for the same days.
 5. Individuals who have been laid off and who are on the recall list may continue fringe benefits where the company/carrier permits if the employee agrees to pay the premium(s). Information regarding fringe benefits and

- responsibilities of the "RIFed" personnel will be distributed to all "RIFed" personnel by the district office by May 30.
6. The Board shall provide MEA and each building principal a copy of the recall list by May 15 of each year.
 7. Appeal of the RIF procedure is covered under Due Process Procedures as found in Delaware Code.

D. DEPARTMENTS AND COMPONENTS

Pre K

Primary (K-4)

Middle Level (5-8)

Secondary Teachers

Agriculture

Athletic Director

Business Education

Marketing

Driver Education

English

Spanish

French

Auto Service

Health Education

Technology Education

Mathematics

Natural Sciences

Biology (Life Sciences)

Chemistry

Earth Sciences

Physics

Social Studies

Art

Elementary

Integrated Arts

Secondary

Basic Skills Teacher

Behavior Specialist

Computer Technology

Guidance

Elementary

Secondary

Librarian/Media Specialist

Music
Nurse
Physical Education
Psychologist
Teachers of Exceptional Children
 Early Childhood
 Educable Mentally Disabled
 Gifted/Talented
 Hearing Impaired
 Learning Disabilities
 Physically Impaired
 Seriously Emotionally Disturbed
 Visually Impaired
Speech Therapist
Visiting Teacher
Discipline Dean

ADOPTED: April 18, 1977
AMENDED: 7/18/77; 7/1/00

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4102

EMPLOYMENT PROCEDURES: CERTIFIED AND NON-CERTIFIED PERSONNEL

All employees are appointed by the Board of Education upon recommendation of the Superintendent of Schools. The Superintendent shall be responsible for the development and administration of procedures for recruiting, screening, interviewing and selecting candidates for final consideration and election by the Board. All employment approvals are conditioned upon submitting necessary hiring paperwork, verification of credentials and receipt of a satisfactory criminal background check.

When circumstances require a recommended candidate to commence employment prior to the Board meeting at which formal election would occur, the Superintendent may authorize employment and assumption of duties pending final Board action at its next meeting. Until such approval, the employment remains conditional.

A. Vacancies

1. All regular vacancies will be advertised and posted by the Director of Human Resources or designee, and, when applicable, will be in accordance with the Collective Bargaining Agreements.

B. Application for Employment

1. All requests, inquiries, and information regarding applications, vacancies, candidacy status, etc. are to be initiated from or referred to the office of the Director of Human Resources.
2. Online and paper applications will be made available to all applicants.
3. All applications are to be submitted within the appropriate timeframe
4. Applications will be considered complete whenever the applicant has completed the requirements outlined on the application.

C. Selection Process

1. The Director of Human Resources will oversee the following selection process:
 - a. Review of online and paper applications to determine qualifications. All candidates shall be considered on the basis of their merits, qualifications and the needs of the school district. Initial screening to determine if qualifications may be performed by a clerk.
 - b. Selection of diverse interview panel in accordance with the Collective Bargaining Agreements.
 - c. Ranking of candidates based upon interview scores.
 - d. Review of references and confirming that references were checked, including that the current supervisor was contacted.
 - e. Recommendation of the Superintendent to the Board of Education of the highest scoring candidate, unless otherwise required by a CBA, and assuming each party conducting an interview scored each candidate independently.
 - f. Approval by the Board of Education.
 - g. Final approval contingent upon employment verification, education and other credential verifications, the receipt of satisfactory criminal background and child protection registry checks, and adherence to Milford School District policies.
 - h. For administrative positions, the Board of Education may interview candidates, if it so desires.

D. Processing Applications of Unsuccessful Candidates

1. Unsuccessful candidates will be notified informing them of their status.

ADOPTED: August 17, 1970

AMENDED: July 18, 1977

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4103

EMPLOYMENT PROCEDURES: ADMINISTRATORS, PARAPROFESSIONALS,

A. Application for Employment

1. All requests, inquiries, and information regarding applications, vacancies, candidacy status, etc. are to be initiated from or referred to the Superintendent.
2. Applications will be given to any person who feels they may qualify by certification for an administrative position in the Milford School District.
3. All applications are to be submitted and filed in Personnel Office. The Personnel Office will acknowledge receipt of application.
4. Application will be considered complete whenever the applicant has on file in the Personnel Office their application, credentials, transcripts, a certificate issued by the Delaware Department of Public Instruction for the position, and any other requested material for the specific vacancy.
5. Applications will remain active until the opening of the next school year. They must be renewed and the data updated, by written request of the applicant to remain active. Applications will remain in the inactive file for an additional year.

B. Vacancies

1. When a vacancy occurs, the Superintendent will develop a job description, interview questions, and evaluation form and necessary qualifications for the position.
2. The basic interview questions and evaluation form will be developed for the vacancy.
3. All vacancies will be advertised to present employees.
4. Applications on file in the Personnel Office will be reviewed for qualified applicants.

5. Vacancy notices will be forwarded to placement services of colleges and universities when deemed necessary.

C. Processing of Candidates

1. An interview committee consisting of the immediate supervisor and at least two other administrators/supervisors will be designated by the Superintendent.
2. The committee will screen completed applications using predetermined qualifications found in the job description.
3. The Superintendent shall contact the candidates and arrange for an interview date and time.
4. Evaluation forms must be completed on all candidates interviewed.
5. Candidates identified for further consideration following the committee interview shall be referred to the Superintendent who shall:
 - a. Check to see that the candidate is certifiable.
 - b. Evaluate the candidates' experience and check references.
6. The Superintendent shall recommend the successful candidate(s) to the Board of Education for employment.
7. The Board may interview the successful candidate(s) if it so desires.

D. Processing Applications of Unsuccessful Candidates

1. A letter shall be mailed to all unsuccessful candidates informing them of their status.

ADOPTED: 7/18/77; 7/20/87; 10/23/89;

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4104

EMPLOYMENT PROCEDURES: TEACHER ASSISTANTS

A. Application for Employment

1. All requests, inquiries, and information regarding applications, vacancies, candidacy status, etc. are to be initiated from or referred to the Director of Personnel.
2. All applications will be taken at www.milfordschooldistrict.com.
3. Qualifications are:
 - a. Successful criminal background check.
 - b. Health exam and PPD test.
 - c. High school graduate
 - d. To serve as a teacher assistant from kindergarten to grade 12 applicant must meet one of the following requirements:
 1. Pass Para Pro or
 2. 60 college credits or
 3. Associates Degree or
 4. Bachelors Degree or
 5. Pass Praxis I
 - e. Satisfactory prior employment records
 - f. Qualify for a Teacher's Assistant Permit issued by the Delaware Department of Education
4. All applications are to be submitted and filed in the Personnel Office. The Personnel Office will acknowledge receipt of applications.

B. Vacancies

1. When a vacancy occurs, the Director of Personnel and the Principal/Supervisor will develop the basic interview questions and evaluation form that will be used in the interview.

2. Applications of all candidates who meet the above listed qualifications will be reviewed.
3. If no qualified applications are on file in the Personnel Office, the vacancy will be advertised online.

C. Processing of Candidates

1. The Director of Personnel shall make available to principals and supervisors valid applications for identified vacancies.
2. Every qualified applicant must be interviewed by at least two members of the staff. One must be the Principal or his/her designee.
3. Evaluation forms must be completed on all candidates interviewed.
4. Candidates identified for further consideration following the interview shall be referred to the Director of Personnel, who shall have references checked.

D. Final Employment Procedures

1. If all employment records are in order, the Director of Personnel shall:
 - a. Contact the candidate and indicate that he or she is being recommended to the Board for employment.
 - b. Have candidate complete all necessary employment forms.
 - c. Include approved applicant on the agenda of the next regular school Board meeting.

E. Processing Application of Unsuccessful Candidates

1. A letter shall be mailed or personal phone call will be made to all unsuccessful candidates informing them of their status.

ADOPTED: 7/18/77; 7/20/87; 10/23/89; 2/25/02; 8/28/06

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4105

EMPLOYMENT PROCEDURES: CUSTODIANS

A. Application for Employment

1. All requests, inquiries, and information regarding applications, vacancies, candidacy status, etc. are to be initiated from or referred to the Director of Personnel.
2. Applications will be given to any person who feels they may qualify for a custodial position in the Milford School District.
3. Qualifications are:
 - a. Certification of good health signed by a licensed physician.
 - b. Physical ability to lift 50 lbs. of dead weight for performance of custodial tasks.
 - c. Physical ability to climb an eight (8) foot step ladder and perform custodial cleaning tasks such as windows, walls, etc.
 - d. Physical ability to operate a scrubbing-buffing machine, lawn mowers, etc. for the performance of custodial tasks.
4. All applications are to be submitted and filed in the Personnel office. The Personnel Office will acknowledge receipt of applications.

B. Vacancies

1. When a vacancy occurs, the Director of Personnel and Principal/Supervisor and/or the Chief Custodian will develop the basic interview questions and evaluation form that will be used in the interview.
2. The list of laid-off custodians will be checked to ascertain qualifications for the vacancy.
3. If no qualified applications are on file in the Personnel Office, the vacancy will be advertised in the local newspaper.

C. Processing of Candidates

1. The Director of Personnel shall make available to Principal/Supervisor and Chief Custodian, valid applications for identified vacancies.
2. Every applicant must be interviewed by at least two members of the staff:
 - a. For Building Custodian - Principal or designee and Chief Custodian.
 - b. For Maintenance - One must be the Supervisor of Buildings and Grounds.
3. Evaluation forms must be completed on all candidates interviewed.
4. Candidates identified for further consideration following the interview shall be referred to the Director of Personnel, who shall have references checked.

D. Final Employment Procedures

1. If all employment records are in order, the Director of Personnel shall:
 - a. Contact the candidate and indicate that he or she is being recommended to the Board for employment.
 - b. Have candidate complete all necessary employment forms.
 - c. Include approved applicant on the agenda of the next regular school Board meeting.
 - d. Following final approval by the Board, send a letter to the new employee.
2. Employment Status
 - a. Each newly hired custodian shall be considered a "probationary employee" for a period of one hundred fifty (150) calendar days extending from and including the first day of actual work for the District after the date of appointment by the Board of Education.
 - b. If during the one hundred fifty calendar day probationary period the

District terminates the employment of a "probationary employee," the termination shall not be appealable through the Grievance procedure.

- c. After successful completion of the one hundred fifty calendar day probationary period, the "probationary employee" shall be considered a regular "employee" of the District.
- d. All probationary employees shall be formally observed by his/her immediate supervisor within the first 60 workdays of employment with the District.

E. Processing Application of Unsuccessful Candidates

- 1. A letter shall be mailed to all unsuccessful candidates informing them of their status.

ADOPTED: 8/17/70; 5/30/73; 1/12/76; 7/18/77; 7/20/87; 10/23/89; 7/1/00

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4106

EMPLOYMENT PROCEDURES: CHILD NUTRITION SERVICES

A. Application for Employment

1. All requests, inquiries, and information regarding applications, vacancies, candidacy status, etc. are to be initiated from or referred to the Director of Personnel.
2. Applications will be given to any person who feels they may qualify for a child nutrition position in the Milford School District.
3. Qualifications are:
 - a. Certificate of good health signed by a licensed physician.
 1. Tuberculin Tine Test - negative.
 - b. Be able to read 2 cards from the Quantity Recipes for Type A school lunches file.
4. All applications are to be submitted and filed in the Personnel Office. The Personnel Office will acknowledge receipt of applications.

B. Vacancies

1. When a vacancy occurs, the Director of Personnel and the Supervisor of Child Nutrition will develop the basic interview questions and evaluation form that will be used in the interview.
2. The list of laid-off child nutrition workers will be checked to ascertain qualifications for the vacancy.
3. All applicants will be invited to a screening interview.
4. If no qualified applications are on file in the Personnel Office, the vacancy will be advertised in the local newspaper.

C. Processing of Candidates

1. The Director of Personnel shall make available to the Supervisor of Child

Nutrition valid applications for identified vacancies.

2. Every applicant must be interviewed by at least two members of the staff. One must be the Supervisor of Child Nutrition.
3. Evaluation forms must be completed on all candidates interviewed.
4. Candidates identified for further consideration following the interview shall be referred to the Director of Personnel, who shall have references checked.

D. Final Employment Procedures

1. If all employment records are in order, the Director of Personnel shall:
 - a. Contact the candidate and indicate that he or she is being recommended to the Board for employment.
 - b. Have candidate complete all necessary employment forms.
 - c. Include approved applicant on the agenda of the next regular school Board meeting.
 - d. Following final approval by the Board, send a letter to the new employee.

E. Processing Applications of Unsuccessful Candidates

1. A letter shall be mailed to all unsuccessful candidates informing them of their status.

ADOPTED: 8/17/70; 5/30/73; 1/12/76; 7/18/77; 7/20/87; 10/23/89;

Delete

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4107

EMPLOYMENT PROCEDURES: SECRETARIES

A. Application for Employment

1. All requests, inquiries, and information regarding applications, vacancies, candidacy status, etc. are to be initiated from or referred to the Director of Personnel.
2. Applications will be given to any person who feels they may qualify for a secretarial position in the Milford School District.
3. Qualifications are:
 - a. Certificate of good health signed by a licensed physician
 - b. Typing - be capable of passing typing test on a computer
 - c. Be familiar with computers, including word processing software
 - d. Be able to demonstrate proficiency in the use of calculators and other business machines
 - e. Be able to pass our test in spelling, vocabulary and math
 - f. Be a high school graduate
 - g. Be able to pass the criminal background check
4. All applications are to be submitted and filed in the Personnel Office. The Personnel Office will acknowledge receipt of applications.

B. Vacancies

1. When a vacancy occurs, the Director of Personnel and the Principal/Supervisor will develop the basic interview questions and evaluation form that will be used in the interview.
2. The list of laid-off secretaries will be checked to ascertain qualifications for the vacancy.
3. Applications of all candidates who meet the above listed qualifications will be reviewed.

4. If no qualified applications are on file in the Personnel Office, the vacancy will be advertised in the local newspaper.
5. All applicants will be invited to take the Milford School District's Secretarial Test.

C. Processing of Candidates

1. The Director of Personnel shall make available to the Principal/Supervisor all qualified applicants for identified vacancies.
2. Every qualified applicant must be interviewed by at least two members of the staff.
3. Evaluation forms must be completed on all candidates interviewed.
4. Candidates identified for further consideration following the interview shall be referred to the Director of Personnel, who shall have references checked.

D. Final Employment Procedures

1. If all employment records are in order, the Director of Personnel shall:
 - a. Contact the candidate and indicate that he or she is being recommended to the Board for employment.
 - b. Have candidate complete all necessary employment forms.
 - c. Include approved applicant on the agenda of the next regular school Board meeting.

E. Processing Applications of Unsuccessful Candidates

1. A letter shall be mailed to all unsuccessful candidates informing them of their status.

ADOPTED: 7/18/77; 7/20/87; 10/23/89; 2/25/02

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

4108

EMPLOYMENT PROCEDURES: TEACHERS

A. Application for Employment

1. All requests, inquiries, and information regarding applications, vacancies, candidacy status, etc. are to be initiated from or referred to the Director of Personnel.
2. Online applications will be made available to any person who feels they may qualify by certification for a teaching position in the Milford School District.
3. All applications are to be submitted online within the appropriate timeframe. The district employment website will acknowledge receipt of application.
4. Applications will be considered complete whenever the applicant has completed the requirements of the online application.
5. Applications will remain active for one year. They must be renewed each year via the online application to remain active.

B. Vacancies

1. When a vacancy occurs, the Director of Personnel and the Principal/Supervisor will develop a job description and necessary qualifications for the position.
2. The basic interview questions and evaluation form will be developed for the vacancy.
3. All vacancies will be advertised to present employees via email.
4. Applications on file in the Personnel Office will be reviewed for qualified applicants.
5. Vacancy notices will be forwarded to placement services of colleges and universities when deemed necessary.

C. Processing of Candidates

1. The Director of Personnel shall make available to Principals/Supervisors valid applications for identified vacancies.

2. Every applicant must be interviewed by at least two members of the staff. One must be the Principal or another administrator designated by him/her and the other may be another administrator, supervisor or teacher.
3. The principal/supervisor shall contact the candidates and arrange for an interview date and time.
4. Evaluation forms must be completed on all candidates interviewed.
5. Candidates identified for further consideration following the interview shall be referred to the Director of Personnel, who shall:
 - a. Check to see that candidate is certifiable.
 - b. Evaluate the candidate's experience and check references.

D. Final Employment Procedures

1. If all employment records are in order, the Director of Personnel shall:
 - a. Contact the candidate and indicate that he or she is being recommended to the Board for employment.
 - b. Have candidate complete all necessary employment forms and issue a contract pending final action of the Board.
 - c. Include approved applicant on the agenda of the next regular school Board meeting.

E. Processing Applications of Unsuccessful Candidates

1. Unsuccessful candidates will be notified via email informing them of their status.

ADOPTED: 7/18/77; 7/20/87; 10/23/89; 3/23/15

Milford School District Calendar 2019-2020 - DRAFT for Board Approval

Student Day Calendar

Teacher Day Calendar

177 student days / 185 ParaProfessional Days / 188 Teacher Days

August 2019

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

14/15 New staff orientation
23 - (flexible date) Staff PD
26/27/28 Staff PD with Para's
29 - Student Day for grades K, 1, 6, 9

September 2019

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

2 - Schools Closed
3 - K-12 Student Day

October 2019

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

1 - mid-marking period
16 - Staff PD with Para's

November 2019

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

1 - end of 1st marking period (44 days)
4 - Staff PD
11 - Schools Closed
27/28/29 - Schools Closed

December 2019

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

10 - mid-marking period
23 - 31 Schools Closed

January 2020

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

1 - Schools Closed
20 - Schools Closed
22-end of 2nd marking period (44 days)
27 - Staff PD

February 2020

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

14 - Staff PD
17 - Schools Closed
26 - mid-marking period

March 2020

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

27- end of 3rd marking period (44 days)
30 - Staff PD

April 2020

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

10 - Schools Closed
13/14/15/16/17 Spring Break

May 2020

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

7 - mid-marking period
25 - Memorial Day
28 - Graduation

June 2020

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

9- end of 4th marking period (44 days)
10 - last day of school
11/12 Staff PD

ParaProfessional non-work days include:
August 23rd, January 27th, and March 30th

Report Card Dates include: November 12th, January 30th, April 6th, and June 10th