Board of Education Regular Meeting

Monday, November 9, 2026 4:00 PM

Milford Elementary School
P.O. Box C
Milford, NE 68405

Agenda

1. Milford Public Schools Board of Education Information
    1.1. Meeting was advertised
2. Opening Procedures
    2.1. Call to Order, Roll Call
    2.2. Excuse Absent Board Member(s)
    2.3. Open Meeting Law — Information concerning the Open Meeting Law, Chapter 84, Article 14 of Nebraska State Statutes, is posted on the bulletin board in the back of the meeting room.
    2.4. Changes to the Agenda
    2.5. Welcome and Introduction of Visitors
    2.6. Community Input
3. Consent Agenda
    3.1. Review, consider, and take all necessary action on the minutes of previous meeting
    3.2. Review, consider, and take all necessary action to approve payment of claims
4. Reports
    4.1. Review/discuss administrative reports
    4.2. Review/discuss student enrollment report
    4.3. Review/discuss state funding for public education
    4.4. Review/discuss the Student Demographics & Assessment Data Report
    4.5. Review/discuss Strategic Planning Updates
5. Board Commentary
6. Unfinished Business

6.1. Review and discuss facility planning process

7. New Business

7.1. Discuss the evaluation of the superintendent

7.2. Recognize the Milford Education Association as the bargaining agent for the Certified Staff

7.3. Review, consider, and take all necessary action on the 2025-26 Independent Audit Report (if available)

7.4. Review, consider, and take all necessary action to approve out of state and overnight trips

7.5. Discuss, consider, and take any necessary action regarding pending or threatened litigation and receive legal advice

8. Adjourn

Milford Public Schools
Request to Address the Milford Board of Education

Patrons and students of the District are encouraged and welcome to attend Board meetings. The Board of Education believes that pertinent and constructive input on Board matters of public concern from individuals with a genuine interest in the welfare of the district is valuable. The Board also believes that meetings are to be conducted in an atmosphere of mutual respect for an individual's concerns as well as the Board's responsibilities.

This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.

In an effort to provide for public input and provide for an effective and efficient setting for conducting its business, the following guidelines for addressing the Board shall be followed:

1. Time for hearing public input shall be scheduled at the beginning of each regular monthly meeting.
    a. The Board president may also ask for discussion to be held during the discussion of a specific agenda item.
2. Individuals wishing to address the Board are asked to notify the superintendent in advance.
3. Board interaction with public participants.
    a. The Board of Education shall take no action on any item brought to the Board unless it is specifically listed as an action item on the agenda.
    b. Board members may ask clarifying questions of any speaker during the meeting, but will postpone further discussion until after public input.
    c. Individuals wishing to read a statement to the Board are encouraged to provide copies for the Board and superintendent.
4. Time limit.
    a. The Board reserves the right to limit the amount of time devoted to a particular topic and/or public input. Generally, a total of 30 minutes to be divided equally between the number of speakers.
    b. Individuals may speak only one time, and must limit comments to around 5 minutes.
    c. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers.
    d. Groups are encouraged to select a speaker or speakers to represent the group.
    e. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
5. When you have been recognized, please identify yourself, including an address and the name of any organization you represent. The board may waive the address requirement to protect the security of the individual.
6. Personnel or student topics.
    a. Board members will generally not hear or respond to any questions you ask or comments about individual staff members or students.
    b. The district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board.
7. Petitions.
    a. Citizens wishing to present petitions to the board relating to that item may do so at this time. However, the board will only receive the petitions and will not act upon them or their contents.

*** Please complete the following information and present it to the Superintendent or the Secretary of the Board. ***

Name: Date:

Address: Phone Number:

Name of Organization You Represent (if any):

Number of the Agenda Item You are Wanting to Address and Brief Description of Your Comments:

Non-Agenda Item You are Wanting to Address and Brief Description of Your Comments:

Board of Education Regular Meeting

Milford Elementary - North Cafeteria
1200 west 1st street
Milford, NE 68405

Monday, October 12, 2026 4:00 PM

Sydnie Carraher:	Present
David Dickinson:	Present
Jessica Dunlap:	Present
Ned Pauley:	Present
Tony Roth:	Present
Dave Welsch:	Present

1. Milford Public Schools Board of Education Information

1.1. The meeting notice was posted on the Milford Public Schools website

2. Opening Procedures

2.1. Call to Order, Roll Call

2.2. Excuse Absent Board Member(s)

2.3. Open Meeting Law — Information concerning the Open Meeting Law, Chapter 84, Article 14 of Nebraska State Statutes, is posted on the bulletin board in the back of the meeting room.

2.4. Changes to the Agenda

2.5. Welcome and Introduction of Visitors

2.6. Community Input

3. Consent Agenda

Motion to approve the Consent Agenda as presented Passed with a motion by Ned Pauley and a second by Tony Roth.
Sydnie Carraher: Yea, David Dickinson: Yea, Jessica Dunlap: Yea, Ned Pauley: Yea, Tony Roth: Yea, Dave Welsch: Yea

3.1. Review, consider, and take all necessary action on the minutes of previous meeting

3.2. Review, consider, and take all necessary action to approve payment of claims

4. Reports

4.1. Review/discuss administrative reports

Superintendent: Dr. Kubicek discussed IDEA funds for student ages 0-3; legislative session; general election; facility updates; and November agenda items. He pointed out upcoming NASB trainings and future meetings.

4.2. Review/discuss student enrollment report

K-6: 370
7-12: 367
K-12: 737
Increase of 4 students from last month.

4.3. Review/discuss state funding for public education

5. Board Commentary

6. Unfinished Business

6.1. Review, consider, and take all necessary action related to Facility Planning

7. New Business

7.1. Review/discuss the process for the evaluation of the Superintendent

7.2. Review, consider, and take all necessary action on 2027-28 Option Enrollment capacities

Motion to approve the resolution to set the option enrollment limits for 2027-2028 as presented Passed with a motion by David Dickinson and a second by Sydnie Carraher.
Sydnie Carraher: Yea, David Dickinson: Yea, Jessica Dunlap: Yea, Ned Pauley: Yea, Tony Roth: Yea, Dave Welsch: Yea

7.3. Discuss, consider, and take any necessary action regarding pending or threatened litigation and receive legal advice

Prior to entering executive session President Welsch stated this topic is the only matter to be discussed during executive session. President Welsch declared executive session ended at 5:58 p.m.

Move to enter executive session to discuss pending or threatened litigation, and to receive legal advice, which is clearly necessary to protect the public interest including preserving attorney-client privilege. Passed with a motion by Jessica Dunlap and a second by Ned Pauley.
Sydnie Carraher: Yea, David Dickinson: Yea, Jessica Dunlap: Yea, Ned Pauley: Yea, Tony Roth: Yea, Dave Welsch: Yea

8. Adjourn

President Welsch adjourned the meeting at 5:59 p.m.

Tammy Salyer
Recording Secretary

Mitch Kubicek
Superintendent

Board of Education Special Meeting to Discuss Facility Planning

Milford High School Music Room
301 G Street
Milford , NE 68405

Wednesday, October 7, 2026 6:00 PM

Sydnie Carraher:	Present
David Dickinson:	Present
Jessica Dunlap:	Present
Ned Pauley:	Absent
Tony Roth:	Absent
Dave Welsch:	Present

1. Milford Public Schools Board of Education Information

2. Opening Procedures

2.1. Call to Order, Roll Call

2.2. Excuse Absent Board Members (if needed)

Motion to excuse board members Ned Pauley and Tony Roth Passed with a motion by Jessica Dunlap and a second by David Dickinson.
Sydnie Carraher: Yea, David Dickinson: Yea, Jessica Dunlap: Yea, Dave Welsch: Yea

2.3. Open Meeting Law

2.4. Welcome and Introduction of Visitors

3. Review, discuss, consider District facility planning

Members of the school board, administration, and community members discussed the facility needs of the school district and reviewed potential projects and estimated costs.

4. Community Input

5. Adjourn

The meeting adjourned at 7:30 p.m.

Milford Public Schools

Check Listing Report

Check Date	Check Number	Payee	Description	Amount
11/10/2026	48865	Amazon Capital Services	Elem/Dist Office Supplies	$51.99
11/10/2026	48865	Amazon Capital Services	Elem Sped Supplies	$8.96
11/10/2026	48865	Amazon Capital Services	Band Supplies	$72.29
11/10/2026	48865	Amazon Capital Services	1st Grade Supplies	$28.02
11/10/2026	48865	Amazon Capital Services	Band Supplies	$8.95
11/10/2026	48865	Amazon Capital Services	Elem Supplies	$114.66
11/10/2026	48865	Amazon Capital Services	Elem/HS Tech Supplies	$23.44
11/10/2026	48865	Amazon Capital Services	HS Office Supplies	$61.18
11/10/2026	48865	Amazon Capital Services	HS Custodial Supplies	$121.00
11/10/2026	48865	Amazon Capital Services	Kindergarten Supplies	$99.80
11/10/2026	48865	Amazon Capital Services	Elem Sped Supplies	$9.99
11/10/2026	48865	Amazon Capital Services	Elem Supplies	$99.78
11/10/2026	48865	Amazon Capital Services	Elem Sped Supplies	$33.02
11/10/2026	48865	Amazon Capital Services	Elem Sped Supplies	$8.54
11/10/2026	48865	Amazon Capital Services	Band Supplies	$79.02
11/10/2026	48865	Amazon Capital Services	Title I Supplies	$33.98
11/10/2026	48865	Amazon Capital Services	Superintendent Supplies	$14.07
11/10/2026	48865	Amazon Capital Services	Elem Sped Supplies	$9.99
11/10/2026	48919	Amazon Capital Services	Elem Principal Supplies	$97.05
11/10/2026	48866	Bishop Business	Dist Comp Software	$328.00
11/10/2026	48867	Blick Art Materials	Art Supplies	$14.45
11/10/2026	48868	Bobs Service	Kubota Equipment Repairs	$997.00
11/10/2026	48869	Bosn Service Company	HS A/C Repairs	$765.00
11/10/2026	48870	Casey's Business Mastercard	Activity Fuel	$2,476.53
11/10/2026	48871	Century Business Products	Copier Lease	$16.54
11/10/2026	48872	Cintas Corp	Elem Custodial Supplies	$207.00
11/10/2026	48873	City Of Milford	Monthly Water/Sewer	$2,937.65
11/10/2026	48874	Crouch's Farm & Hardware	Grounds Supplies	$79.99
11/10/2026	48874	Crouch's Farm & Hardware	Elem Maintenance Supplies	$11.98
11/10/2026	48874	Crouch's Farm & Hardware	HS Maintenance Supplies	$24.99
11/10/2026	48875	DAS State Accounting	Nebraska Network Fee	$321.20
11/10/2026	48876	Dietze Music House	Band Supplies	$766.84
11/10/2026	48876	Dietze Music House	Band Supplies	$97.20
11/10/2026	48876	Dietze Music House	Band Supplies	$34.20
11/10/2026	48876	Dietze Music House	Band Supplies	$887.60
11/10/2026	48876	Dietze Music House	Band Supplies	$6.80
11/10/2026	48876	Dietze Music House	Band Supplies	$17.60
11/10/2026	48876	Dietze Music House	Band Supplies	$51.20
11/10/2026	48876	Dietze Music House	Band Supplies	$35.12
11/10/2026	48876	Dietze Music House	Band Equipment Repairs	$50.00
11/10/2026	48876	Dietze Music House	Band Supplies	$13.60
11/10/2026	48876	Dietze Music House	Band Supplies	$77.60
11/10/2026	48876	Dietze Music House	Band Supplies	$82.48
11/10/2026	48876	Dietze Music House	Band Supplies	$367.20
11/10/2026	48876	Dietze Music House	Band Supplies	$5.00
11/10/2026	48876	Dietze Music House	Band Supplies	$50.32
11/10/2026	48876	Dietze Music House	Band Supplies	$78.80
11/10/2026	48876	Dietze Music House	Band Supplies	$25.36
11/10/2026	48876	Dietze Music House	Band Equipment Repairs	$100.00
11/10/2026	48876	Dietze Music House	Band Supplies	$39.60
11/10/2026	48876	Dietze Music House	Band Supplies	$13.60
11/10/2026	48876	Dietze Music House	Band Supplies	$22.14
11/10/2026	48876	Dietze Music House	Band Supplies	$37.80
11/10/2026	48876	Dietze Music House	Band Supplies	$132.30
11/10/2026	48876	Dietze Music House	Band Supplies	$18.00
11/10/2026	48876	Dietze Music House	Band Equipment Repairs	$35.00

11/10/2026	48876	Dietze Music House	Band Supplies	$23.40
11/10/2026	48876	Dietze Music House	Band Supplies	$81.00
11/10/2026	48876	Dietze Music House	Band Supplies	$99.11
11/10/2026	48876	Dietze Music House	Band Supplies	$15.20
11/10/2026	48876	Dietze Music House	Band Equipment Repairs	$27.00
11/10/2026	48877	Eakes Office Solutions	Copier Lease	$4,914.44
11/10/2026	48878	ECES Inc, DBA Campbell Cleaning	HS Janitorial Services	$160.00
11/10/2026	48878	ECES Inc, DBA Campbell Cleaning	Elem Janitorial Services	$515.00
11/10/2026	48878	ECES Inc, DBA Campbell Cleaning	Elem/HS Janitorial Services	$19,628.00
11/10/2026	48878	ECES Inc, DBA Campbell Cleaning	HS Janitorial Services	$425.00
11/10/2026	48878	ECES Inc, DBA Campbell Cleaning	HS Janitorial Services	$60.00
11/10/2026	48878	ECES Inc, DBA Campbell Cleaning	Elem Janitorial Services	$350.00
11/10/2026	48878	ECES Inc, DBA Campbell Cleaning	HS Janitorial Services	$360.00
11/10/2026	48878	ECES Inc, DBA Campbell Cleaning	Elem Janitorial Services	$125.00
11/10/2026	48879	Educational Service Unit #6	Elem/HS Supplies	$58.15
11/10/2026	48879	Educational Service Unit #6	Elem/HS Supplies	$55.80
11/10/2026	48879	Educational Service Unit #6	Elem/HS Supplies	$21.00
11/10/2026	48879	Educational Service Unit #6	Technology Hosted Services	$2,143.89
11/10/2026	48880	Electronic Contracting Co	HS Fire Alarm Repairs	$830.00
11/10/2026	48881	Farmers Cooperative	Bus/Maint/Activity Fuel	$9,014.75
11/10/2026	48920	Fiber Platform	Internet Services	$559.67
11/10/2026	48882	FNBO 1327	Band/Science Supplies/HS Counselor Registrations	$287.50
11/10/2026	48883	FNBO 5349	Employee Meetings/HS Sped Software	$104.00
11/10/2026	48884	FNBO 9812	Dir of Learning Travel	$22.77
11/10/2026	48885	FNBO 3366	HS Custodial Supplies	$65.30
11/10/2026	48886	FNBO 3659	HS Prin Travel/Screenprinting Supplies	$361.10
11/10/2026	48887	FNBO 5682	Careers 8/Preschool/5th/2nd/ Elem Sped/Tech Supplies/ Food/Fuel/Travel	$888.06
11/10/2026	48888	FNBO 5998	Dir of Literacy Registrations	$799.00
11/10/2026	48921	Go Physical Therapy, LLC	Sped Vision	$1,294.61
11/10/2026	48889	Hardwood Heaven	Stem Courses Supplies	$410.53
11/10/2026	48890	HometownLeasing	Copier Lease	$1,336.10
11/10/2026	48922	Hostetler, Krista R	Activity Meals	$30.00
11/10/2026	48923	Hull, Robert L	Activity Meals	$10.00
11/10/2026	48891	Jan Meehl	Sped PT	$959.00
11/10/2026	48892	JW Pepper & Son Inc	Band Supplies	$69.60
11/10/2026	48892	JW Pepper & Son Inc	Band Supplies	$12.00
11/10/2026	48892	JW Pepper & Son Inc	HS Vocal Supplies	$34.50
11/10/2026	48924	JW Pepper & Son Inc	Band Supplies	$5.99
11/10/2026	48925	Koehler, Richard J	Activity Meals	$70.00
11/10/2026	48893	KSB School Law, PC LLO	Legal Services	$4,733.50
11/10/2026	48894	Main Street Market	FCS Supplies	$19.52
11/10/2026	48895	Manthei, Erin D	English Supplies	$47.87
11/10/2026	48896	Matrix Business Systems, Inc	HS Tech Supplies	$868.00
11/10/2026	48897	Menards - Lincoln North	Voc Ag Supplies	$18.00
11/10/2026	48897	Menards - Lincoln North	Ind Arts Supplies	$272.61
11/10/2026	48897	Menards - Lincoln North	Ind Arts Supplies	$148.54
11/10/2026	48897	Menards - Lincoln North	Ind Arts Supplies	$80.96
11/10/2026	48897	Menards - Lincoln North	Stem Courses Supplies	$377.45
11/10/2026	48898	Midwest Auto Parts Inc - Milford	Bus Supplies	$109.99
11/10/2026	48898	Midwest Auto Parts Inc - Milford	Bus Supplies	$14.28
11/10/2026	48898	Midwest Auto Parts Inc - Milford	Bus Supplies	$428.96
11/10/2026	48899	Milford Plumbing	HS Maintenace Supplies	$18.20
11/10/2026	48900	NCS Pearson Inc	Inv: 222779	$325.00
11/10/2026	48901	NCSA	Dir of Learning/Elem Prin/ HS Prin/Superintendent/Business Mgr/Dir of Literacy/HS Asst Prin Dues	$3,879.00
11/10/2026	48902	Nebraska Public Power Dist	Monthly Electric	$8,481.01
11/10/2026	48903	Nebraska Safety Center	Bus Driver Training	$325.00
11/10/2026	48904	Nippon Sanso Matheson Inc	Industrial Arts Supplies	$86.95
11/10/2026	48926	Oswald Electric	HS Circuit Repairs	$1,672.00
11/10/2026	48926	Oswald Electric	HS Fixture Repairs	$125.00

11/10/2026	48926	Oswald Electric	Elem Emergency Light Repairs	$206.00
11/10/2026	48905	OverDrive Inc	HS Sped Supplies	$7.60
11/10/2026	48906	Potter Repair Inc	17-2 Bus Inspection	$135.45
11/10/2026	48906	Potter Repair Inc	17 Bus Inspection	$135.45
11/10/2026	48906	Potter Repair Inc	16 Bus Inspection	$135.45
11/10/2026	48906	Potter Repair Inc	15 Bus Inspection	$135.45
11/10/2026	48906	Potter Repair Inc	15A Bus Inspection	$135.45
11/10/2026	48906	Potter Repair Inc	14 Bus Inspection	$135.45
11/10/2026	48906	Potter Repair Inc	13 Bus Inspection	$135.45
11/10/2026	48906	Potter Repair Inc	13A Bus Inspection	$135.45
11/10/2026	48906	Potter Repair Inc	27 Bus Inspection	$135.45
11/10/2026	48906	Potter Repair Inc	16 Mid-Bus Inspection	$135.45
11/10/2026	48906	Potter Repair Inc	14 Mid-Bus Inspection	$135.45
11/10/2026	48927	Restau, Nicholas J	Activity Meals	$40.00
11/10/2026	48928	Roth, Jackson D	Activity Meals	$30.00
11/10/2026	48929	Roth, Randall R	Activity Meals	$30.00
11/10/2026	48907	Sams Club/GECRB	Preschool/Dist OfficeSupplies	$414.06
11/10/2026	48908	SCC Business Office	Sencap E-Books	$970.36
11/10/2026	48930	Seibel, Luke J	Activity Meals	$30.00
11/10/2026	48909	Seward County Independent	Legal Notices	$7.27
11/10/2026	48931	Seward Lumber	Elem Maintenance Supplies	$19.98
11/10/2026	48931	Seward Lumber	Elem Maintenance Supplies	$680.00
11/10/2026	48931	Seward Lumber	Elem Maintenance Supplies	$11.46
11/10/2026	48932	Stutzman, Bruce J	Activity Meals	$10.00
11/10/2026	48910	TreviPay	FCS Supplies	$53.91
11/10/2026	48910	TreviPay	HS Sped Supplies	$33.32
11/10/2026	48910	TreviPay	2nd Grade Supplies	$17.14
11/10/2026	48910	TreviPay	Dist Office Supplies	$38.73
11/10/2026	48910	TreviPay	FCS Supplies	$63.85
11/10/2026	48910	TreviPay	FCS Supplies	$198.76
11/10/2026	48910	TreviPay	FCS Supplies	$149.03
11/10/2026	48910	TreviPay	FCS Supplies	$52.55
11/10/2026	48911	Typing Agent, LLC	Elem Keyboarding Software	$1,110.00
11/10/2026	48912	US Postal Service	Postage Permit Fee	$390.00
11/10/2026	48933	Volkmer, Brittany J	Dir of Literacy Mileage	$215.84
11/10/2026	48913	Voss Lighting	HS Maintenance Supplies	$363.94
11/10/2026	48914	Voyager Sopris Learning	Reading Supplies/Workbooks	$1,006.50
11/10/2026	48915	Wells Fargo Vendor Financial	Copier Lease	$187.01
11/10/2026	48916	Wergin's Lawn Service	Lawn Service	$1,365.00
11/10/2026	48934	Windstream	Telephone Long Distance	$1,194.39
11/10/2026	48917	WoodRiver Energy LLC	Monthly Natural Gas	$1,009.05
11/10/2026	48918	Zoro Tools, Inc	HS Custodial Supplies	$111.56
Sub Total				**$91,966.99**
November Payroll				$847,798.26
Total Nov Expentitures				$939,765.25
Depreciation Fund				$3,898.00
QCPUF				$218,925.01

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 10/01/2026 to 10/31/2026.

Site ID Site Name
Group ID Group Name

Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
MILFOR	Milford Public Schools					
A	ATHLETICS					
100	ATHLETICS	-90,718.29	26,287.52	32,675.89	0.00	-97,106.66
101	BOYS BASKETBALL	-669.53	0.00	0.00	0.00	-669.53
102	GIRLS BASKETBALL	5,242.65	0.00	0.00	0.00	5,242.65
103	CROSS COUNTRY	2,819.92	562.00	375.40	0.00	3,006.52
104	FOOTBALL	1,388.45	160.00	7.99	0.00	1,540.46
105	GOLF	2,607.43	0.00	0.00	0.00	2,607.43
107	TRACK	6,176.98	2,970.00	0.00	0.00	9,146.98
109	VOLLEYBALL	9,831.76	116.00	273.00	0.00	9,674.76
110	WRESTLING	-13,469.96	0.00	0.00	0.00	-13,469.96
111	GIRLS SOFTBALL	5,668.13	173.00	52.50	0.00	5,788.63
112	GIRLS WRESTLING	102.95	0.00	0.00	0.00	102.95
	A Totals:	-71,019.51	30,268.52	33,384.78	0.00	-74,135.77

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 10/01/2026 to 10/31/2026.

Site ID Site Name
Group ID Group Name

	Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
B	HIGH SCHOOL ORGANIZATIONS						
	200	MUSIC	4,650.31	0.00	42.00	0.00	4,608.31
	201	DANCE TEAM	4,165.89	1,534.00	272.97	-498.00	4,928.92
	210	CONCESSIONS	658.11	15,497.70	6,403.79	0.00	9,752.02
	211	HS COURTESY	604.80	0.00	0.00	0.00	604.80
	212	MUSICAL	6,397.67	0.00	0.00	0.00	6,397.67
	213	F.B.L.A.	1,313.09	55.00	360.00	0.00	1,008.09
	214	F.F.A.	7,200.72	0.00	3,361.46	0.00	3,839.26
	215	FCCLA	1,126.35	40.00	16.00	-100.00	1,050.35
	217	LIBRARY	28.39	0.00	0.00	0.00	28.39
	221	PRO START	4,481.67	0.00	237.38	0.00	4,244.29
	222	SPEECH	271.27	0.00	0.00	0.00	271.27
	223	SPANISH CLUB	786.67	0.00	0.00	0.00	786.67
	224	STUDENT COUNCIL	3,704.36	151.38	624.02	0.00	3,231.72
	225	JOURNALISM/YRBOOK	9,819.91	1,340.00	0.00	0.00	11,159.91
	226	HS GUIDANCE COUNSELOR	3,219.06	54.00	85.78	0.00	3,187.28
	227	TEACHERS-HIGH SCHOOL	1,219.61	90.00	200.75	0.00	1,108.86
	228	JRHI STUCO/LEADERSHIP	255.36	0.00	0.00	0.00	255.36
	230	JHHS QUIZ BOWL	952.50	0.00	100.00	0.00	852.50
	231	SCREEN PRINTING	3,441.07	5,255.63	2,114.39	1,083.53	7,665.84
	233	ART CLUB	66.66	0.00	0.00	0.00	66.66
	236	TECHNOLOGY	9,683.40	850.00	0.00	0.00	10,533.40
	239	ONE ACT	3,531.98	0.00	497.78	0.00	3,034.20
	240	KEY CLUB	2,839.08	0.00	0.00	0.00	2,839.08
	242	BUILDERS CLUB	1,104.10	0.00	0.00	0.00	1,104.10
	248	DISTRICT MUSIC	9,507.95	0.00	0.00	0.00	9,507.95
	254	ARCHERY	6,200.69	1,194.04	0.00	0.00	7,394.73
	255	CLOSEUP 23	35.00	0.00	0.00	0.00	35.00
	257	CLOSEUP 27	6,877.57	1,412.00	270.00	0.00	8,019.57
	261	JR EAGLE SUMMER RUNNING CLUB	446.76	0.00	0.00	0.00	446.76
	263	eSPORTS	5,343.74	0.00	37.26	0.00	5,306.48
	264	STRIV/BROADCASTING	2,256.29	0.00	0.00	0.00	2,256.29
	265	UNIFIED ACTIVITIES	4,512.39	0.00	0.00	0.00	4,512.39
	266	FCCLA DISTRICT 2	85.36	0.00	0.00	100.00	185.36
	269	CLASSOF2027/PROM2026	2,429.60	2,111.21	1,901.20	0.00	2,639.61
	270	CLASSOF2028/PROM2027	-625.00	0.00	875.00	0.00	-1,500.00
	271	CLASSOF2029/PROM2028	0.00	0.00	0.00	0.00	0.00
	275	DUAL CREDIT/CERTIFICATES	23,160.00	0.00	0.00	0.00	23,160.00
	281	SCOREBOARD ADS	85,364.78	0.00	0.00	0.00	85,364.78
		B Totals:	217,117.16	29,584.96	17,399.78	585.53	229,887.87

Current Cash Balance

Sorted by Site ID, Group ID, Activity ID.
From 10/01/2026 to 10/31/2026.

Site ID Site Name
Group ID Group Name

Activity ID	Activity Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
C	ELEMENTARY ORGANIZATIONS					
300	TEACHERS-MILF.ELEM.	3,267.05	34.37	350.00	0.00	2,951.42
302	ST. COUNCIL-MILF. ELEM.	1,338.08	0.00	0.00	0.00	1,338.08
304	MILF ELEM TCHR CRTSY	761.12	0.00	127.66	0.00	633.46
308	EAGLE SINGERS	1,630.68	0.00	0.00	0.00	1,630.68
309	ELEM PLAYGROUND	130,754.18	0.00	0.00	0.00	130,754.18
312	ELEM FIELD TRIP	4,399.50	421.05	414.00	0.00	4,406.55
313	K KIDS	3,377.89	95.00	0.00	0.00	3,472.89
	C Totals:	145,528.50	550.42	891.66	0.00	145,187.26
D	DISTRICT WIDE ACCOUNTS					
400	INVESTMENT POOL/INT.	6,071.67	0.00	0.00	1,574.98	7,646.65
403	TEAMMATES	4,365.44	0.00	97.93	0.00	4,267.51
406	INTEREST	274.34	3.03	0.00	0.00	277.37
407	TENNIS COURT FUND	104,855.83	0.00	0.00	0.00	104,855.83
410	BACKPACK PROGRAM	76,573.45	121.00	0.00	0.00	76,694.45
413	ANONYMOUS DONATIONS	82,662.22	0.00	16,038.63	-585.53	66,038.06
416	STUDENT ASSISTANCE	21,014.14	0.00	0.00	0.00	21,014.14
418	BEFORE/AFTER SCHOOL CLUBS	14,046.03	0.00	0.00	0.00	14,046.03
419	MISCELLANEOUS	11,061.14	1,577.16	855.00	0.00	11,783.30
	D Totals:	320,924.26	1,701.19	16,991.56	989.45	306,623.34
	MILFORD Activity Totals:	612,550.41	62,105.09	68,667.78	1,574.98	607,562.70

	Begin Balance	Transfers	Receipts	Disbursements	Adjustments	End Balance
MILFORD Checking:	21,444.79	0.00	62,105.09	68,667.78	0.00	14,882.10
MILFORD Investment:	591,105.62	0.00			1,574.98	592,680.60
MILFORD Bank Balances:	612,550.41		62,105.09	68,667.78	1,574.98	607,562.70

Report Activity Totals:	612,550.41	62,105.09	68,667.78	1,574.98	607,562.70

Milford Public Schools
History of Monthly Expenditures for General Fund and Payroll

26/27	September	October	November	December	January	February	March	April	May	June	July	August	2nd August	Totals	Mo Avg
Gen Fund	**314,478**	**153,238**	**85,635**											**553,351**	**184,450**
Payroll	**825,164**	**846,784**	**847,796**											**2,519,744**	**839,915**
Total	**1,139,642**	**1,000,022**	**933,431**											**3,073,095**	**1,024,365**
Running Total	*1,139,642*	*2,139,664*	*3,073,095*											*3,073,095*	
Dif from 25-26	*216,363*	*234,849*	*216,033*	*-3,754,758*	*-5,044,810*	*-5,997,474*	*-6,904,371*	*-7,905,723*	*-8,844,812*	*-9,739,126*	*-10,725,193*	*-11,637,943*	*-11,887,943*	*-8,814,848*	$33,703
% Dif	*23.43%*	*12.33%*	*7.56%*	*-100.00%*	*-100.00%*	*-100.00%*	*-100.00%*	*-100.00%*	*-100.00%*	*-100.00%*	*-100.00%*	*-100.00%*	*-100.00%*	*-74.15%*	3.40%

25/26	September	October	November	December	January	February	March	April	May	June	July	August	2nd August	Totals	Mo Avg
Gen Fund	**121,036**	**115,976**	**127,961**	**75,235**	**393,560**	**110,049**	**95,190**	**179,616**	**87,733**	**110,006**	**249,725**	**206,247**	**250,000**	**2,122,334**	**176,861**
Payroll	**802,243**	**865,559**	**824,286**	**822,461**	**896,492**	**842,615**	**811,707**	**821,736**	**851,356**	**784,308**	**736,342**	**706,503**		**9,765,609**	**813,801**
Total	**923,279**	**981,535**	**952,247**	**897,696**	**1,290,052**	**952,664**	**906,897**	**1,001,352**	**939,089**	**894,314**	**986,067**	**912,750**	**250,000**	**11,887,943**	**990,662**
Running Total	*923,279*	*1,904,815*	*2,857,062*	*3,754,758*	*5,044,810*	*5,997,474*	*6,904,371*	*7,905,723*	*8,844,812*	*9,739,126*	*10,725,193*	*11,637,943*	*11,887,943*	*11,887,943*	
Dif from 24-25	*17,129*	*54,018*	*54,608*	*76,238*	*300,426*	*340,474*	*384,171*	*471,483*	*518,251*	*571,847*	*686,901*	*483,831*	*483,831*	*483,831*	$40,319
% Dif	*1.89%*	*2.92%*	*1.95%*	*2.07%*	*6.33%*	*6.02%*	*5.89%*	*6.34%*	*6.22%*	*6.24%*	*6.84%*	*4.34%*	*4.24%*	*4.24%*	4.24%

24/25	September	October	November	December	January	February	March	April	May	June	July	August	2nd August	Totals	Mo Avg
Gen Fund	**118,595**	**134,124**	**125,208**	**77,476**	**182,870**	**94,522**	**72,338**	**134,214**	**89,990**	**97,505**	**182,642**	**426,340**	**250,000**	**1,985,824**	**165,485**
Payroll	**787,555**	**810,523**	**826,449**	**798,590**	**882,994**	**818,094**	**790,862**	**779,826**	**802,331**	**743,213**	**688,371**	**689,480**	**0**	**9,418,288**	**784,857**
Total	**906,150**	**944,647**	**951,657**	**876,066**	**1,065,864**	**912,616**	**863,200**	**914,040**	**892,321**	**840,718**	**871,013**	**1,115,820**	**250,000**	**11,404,112**	**950,343**
Running Total	*906,150*	*1,850,797*	*2,802,454*	*3,678,520*	*4,744,384*	*5,657,000*	*6,520,200*	*7,434,240*	*8,326,561*	*9,167,279*	*10,038,292*	*11,154,112*	*11,404,112*	*11,404,112*	
Dif from 23-24	*-252,515*	*-289,576*	*-265,222*	*-276,180*	*-218,131*	*-230,257*	*-332,712*	*-363,009*	*-377,403*	*-384,115*	*-340,491*	*-207,710*	*22,910*	*22,910*	$1,909
% Dif	*-21.79%*	*-13.53%*	*-8.65%*	*-6.98%*	*-4.40%*	*-3.91%*	*-4.86%*	*-4.66%*	*-4.34%*	*-4.02%*	*-3.28%*	*-1.83%*	*0.20%*	*0.20%*	0.20%

23/24	September	October	November	December	January	February	March	April	May	June	July	August	2nd August	Totals	Mo Avg
Gen Fund	**376,793**	**160,189**	**113,721**	**85,491**	**156,281**	**122,924**	**166,862**	**163,140**	**107,984**	**114,227**	**150,783**	**321,659**	**19,380**	**2,059,434**	**171,620**
Payroll	**781,872**	**821,519**	**813,582**	**801,533**	**851,534**	**801,818**	**798,793**	**781,197**	**798,731**	**733,203**	**676,606**	**661,380**	**0**	**9,321,768**	**776,814**
Total	**1,158,665**	**981,708**	**927,303**	**887,024**	**1,007,815**	**924,742**	**965,655**	**944,337**	**906,715**	**847,430**	**827,389**	**983,039**	**19,380**	**11,381,202**	**948,434**
Running Total	*1,158,665*	*2,140,373*	*3,067,676*	*3,954,700*	*4,962,515*	*5,887,257*	*6,852,912*	*7,797,249*	*8,703,964*	*9,551,394*	*10,378,783*	*11,361,822*	*11,381,202*	*11,381,202*	
Dif from 22-23	*-116,614*	*-40,547*	*-16,405*	*-67,463*	*-59,164*	*-32,330*	*105,461*	*152,653*	*195,925*	*226,446*	*245,755*	*352,324*	*371,704*	*371,704*	$30,975
% Dif	*-9.14%*	*-1.86%*	*-0.53%*	*-1.68%*	*-1.18%*	*-0.55%*	*1.56%*	*2.00%*	*2.30%*	*2.43%*	*2.43%*	*3.20%*	*3.38%*	*3.38%*	3.38%

22/23	September	October	November	December	January	February	March	April	May	June	July	August	2nd August	Totals	Mo Avg
Gen Fund	**542,889**	**126,773**	**143,434**	**174,597**	**175,520**	**130,548**	**96,559**	**137,803**	**124,119**	**119,096**	**156,238**	**238,226**	**0**	**2,165,802**	**180,484**
Payroll	**732,390**	**778,868**	**759,727**	**763,485**	**823,996**	**767,360**	**731,305**	**759,342**	**739,324**	**697,813**	**651,842**	**638,244**	**0**	**8,843,696**	**736,975**
Total	**1,275,279**	**905,641**	**903,161**	**938,082**	**999,516**	**897,908**	**827,864**	**897,145**	**863,443**	**816,909**	**808,080**	**876,470**	**0**	**11,009,498**	**917,458**
Running Total	*1,275,279*	*2,180,920*	*3,084,081*	*4,022,163*	*5,021,679*	*5,919,587*	*6,747,451*	*7,644,596*	*8,508,039*	*9,324,948*	*10,133,028*	*11,009,498*	*11,009,498*	*11,009,498*	
Dif from 21-22	*515,960*	*548,776*	*634,598*	*795,262*	*909,545*	*949,468*	*948,257*	*993,687*	*1,060,664*	*1,101,676*	*1,121,163*	*1,092,768*	*950,606*	*950,606*	$79,217
% Dif	*67.95%*	*33.62%*	*25.91%*	*24.64%*	*22.12%*	*19.10%*	*16.35%*	*14.94%*	*14.24%*	*13.40%*	*12.44%*	*11.02%*	*9.45%*	*9.45%*	9.45%

Milford Public Schools

Cash On Hand After Payroll & Monthly Bills

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
September	$2,895,856	$3,398,091	$3,933,940	$4,715,910	$4,660,308	$3,416,473	$3,019,637	$3,171,066	$2,124,287	$1,581,313	$2,845,447	$4,275,145	$4,269,188
October	$2,896,299	$3,637,619	$4,058,284	$4,893,104	$4,447,722	$3,826,802	$3,407,482	$2,814,214	$1,697,881	$1,114,160	$2,717,804	$3,811,757	$3,452,870
November	$2,579,537	$3,275,421	$3,653,587	$4,476,342	$4,084,009	$3,335,205	$2,966,479	$2,265,739	$1,185,275	$690,936	$2,257,620	$3,194,818	$2,883,633
December	$2,266,541	$2,940,133	$3,257,218	$4,077,404	$3,729,463	$2,892,484	$2,821,953	$1,838,387	$586,933	$62,898	$1,684,202	$2,549,140	
January	$2,815,332	$3,249,662	$3,527,737	$4,487,533	$3,707,182	$3,022,713	$2,643,479	$2,503,082	$1,397,984	$963,683	$1,811,761	$2,463,757	
February	$2,985,100	$3,356,821	$3,653,099	$4,603,622	$3,750,921	$3,166,209	$2,630,806	$2,731,915	$1,441,737	$1,394,298	$2,757,570	$2,188,232	
March	$2,798,421	$3,105,910	$3,332,056	$4,190,914	$3,368,718	$2,776,930	$2,260,193	$2,289,435	$1,113,789	$1,240,464	$2,820,616	$2,946,750	
April	$2,870,067	$3,102,269	$3,518,867	$4,071,227	$3,187,205	$2,905,624	$2,351,066	$2,458,057	$998,534	$1,081,684	$2,819,909	$3,179,572	
May	$4,008,893	$4,457,321	$4,583,459	$4,101,864	$4,110,081	$3,365,792	$2,814,407	$3,326,827	$2,366,363	$2,690,429	$4,978,922	$5,514,176	
June	$4,207,297	$4,539,896	$4,954,261	$4,959,385	$4,320,571	$3,864,383	$3,557,094	$3,175,764	$2,312,400	$3,003,474	$4,938,735	$4,839,234	
July	$3,916,246	$4,333,273	$4,739,335	$4,684,301	$4,320,571	$3,441,286	$3,184,962	$2,733,388	$1,903,669	$2,737,552	$4,660,988	$4,868,482	
August	$3,322,128	$3,922,673	$4,475,784	$4,141,238	$3,895,294	$2,946,721	$2,703,688	$2,176,441	$1,172,925	$2,160,455	$3,938,052	$3,867,995	
Low Month	**$2,266,541**	**$2,940,133**	**$3,257,218**	**$4,071,227**	**$3,187,205**	**$2,776,930**	**$2,260,193**	**$1,838,387**	**$586,933**	**$62,898**	**$1,684,202**	**$2,188,232**	**$4,269,188**
Difference in Low		$434,330	$317,085	$814,009	-$884,022	-$410,275	-$516,737	-$421,806	-$1,251,454	-$524,035	$1,621,304	$504,030	$2,080,956
Average Cash on Hand	**$3,130,143**	**$3,609,924**	**$3,973,969**	**$4,450,237**	**$3,965,170**	**$3,246,719**	**$2,863,437**	**$2,623,693**	**$1,525,148**	**$1,560,112**	**$3,185,969**	**$3,641,588**	**$3,535,230**

Administrative Report for November 9th, 2026

Student/Group Recognition

1. Congratulations to our Elementary Students of the Month for Being Safe in October.
2. Congratulations to Libbie Reil on recording her 1000 career dig!
3. Congratulations to the volleyball team on qualifying for our third consecutive state tournament!
4. Congratulations to both the girls and boys cross country teams on qualifying for the state meet held in Kearney. The boys finished 13th and the girls finished 6th.
5. Congratulations to Macie Carter on finishing 7th at the Class C Cross Country Meet!
6. Congratulations to Mrs. Crabtree on her recent recognition as a Next Gen Personal Finance (NGPF) Distinguished Educator!
7. Congratulations to Macie Carter on breaking the Girls 5K Cross Country school record with finishing 18:48.0!
8. Congratulations to the Volleyball team on winning back-to-back C-1 State Titles!
9. Milford was also the recipient of the Class C-1 Sportsmanship Award for the tournament!

Mrs. Hartman's Report

1. Elementary Student Council members attended the Region 1 Leadership Conference at York College on October 26. Thank you to Mrs. Mersmann and Ms. Mogul for taking our students.

2. A huge thanks to our K-Kids students and sponsors for a great Sock Drive. We exceeded our goal!

3. We celebrated Red Ribbon Week Oct. 26-30 where we focused on healthy lifestyle choices and showing kindness.

4. 4th and 5th Grade Students will present their annual Veteran's Day Program on November 10 at 6:30 and 7:30. Please join us for this wonderful event.

5. The Annual Turkey Trot sponsored by the Elementary Student Council will be on November 23. Prior to that, students will bring in non-perishable food items for our local food pantry.

6. Eagle's Nest will take place on November 24. We will be partnering with Dragonfly and creating festive coffee cup holders. Go get yourself a cup of coffee!

Dr. Mowinkel's/Mr. Weber's Report

1. A huge thank you to Mrs. Crabtree and Mrs. Mowinkel for all their hard work in organizing the annual Career and College Access Day for our seniors. This year, HumanEx was in charge of programming and had all seniors complete their "Select 7," which is similar to the Strength Finder. See the attached package for more information from this day.
2. Freshmen and Juniors will be taking their annual college visits this month.
3. The Veterans Day program will be held on Wednesday, November 11 at 11:00 in the auditorium.

4. JH Girls basketball and boys wrestling have started their seasons.
5. High School winter sports media day is Wednesday, November 11.
6. The Career and Technical Education Department is doing a STEM Camp for 6th graders November 9-12 after school.
7. SNC One Act is at David City on November 16.
8. District One ACt is at York on December 4.

Mrs. Volkmer's Report

1. K-8 progress monitoring data meetings are underway. Following beginning-of-year testing last year, 49% of our K-6 students required progress monitoring. This year, that number has decreased to 34%.

2. Recent literacy professional development has included WORDS training for teachers/admin, NLL training for administrators, and administrative coaching through WORDS. We are also exploring opportunities to partner with our regional literacy coach at ESU 6 to further support our K-3 literacy work.

Mr. Carlson's Report

1. Assessments
    a. DIBELs Middle-Of-Year assessments will start in early December

2. PD
    a. The November Inservice Day
        i. K-5 had WORDS training in the morning
        ii. 6-12 had a great presentation by the Student Supports Action team about MTSS, clarifying what it is, what we have in place at the JHHS, and where we plan to go next with these efforts.
        iii. In response to repeated requests by teachers for time to plan and collaborate around the new ELA materials, we adjusted the plan for the afternoon, and returned this time to teachers for this work. They were very appreciative of the time to feel more caught up on plans for the rest of the semester.

Dr. Kubicek's Report

1. A sincere thank you to Jess Dunlap and Dave Welsch for your consistent and impactful service to the Milford Public School District. Welcome to Colten Roth and Brandon Wergin as new MPS board members.

2. Premiums for the 2027-2028 school year will increase 12.9% overall for medical and dental insurance plans. These increases are driven largely by increased claims, new medications/treatments, and advancements in technology. In order to reduce the premium increase some changes have been made to the deductibles, out-of-pocket expenses, and pharmacy copays.

3. State budget projections have been shared by OpenSky. Among other topics, this organization has reported on the health of the Education Future Fund. The Education Future Fund, which is a fund used to provide special education reimbursement for public schools and for foundation aid to public schools, is projected to be insolvent by mid-2028 with current projections.

4. Facility Update
    a. HVAC in the south section of the 7-12 Building
        i. Near Completion
        ii. Finalizing Items with Clark & Enersen
    b. HVAC in the north section of the 7-12 Building
        i. Adam Kent is Meeting with Vendors to Discuss Options
        ii. Bidding Projected for November
        iii. Anticipate Vendor Selection in December
    c. Phase 1 of Facility Study

5. December Agenda Items
    a. Consider Superintendent Contract
    b. Discuss State Education Conference
    c. Early Graduation Requests
    d. Committee on American Civics
    e. Review Draft School Calendar
    f. Review 2027-28 Staffing
    g. Review the Independent Audit Report

Calendar of Trainings/Events:

1. NASB State Education Conference in Omaha
    a. Wednesday, November 18th
        i. Dave is attending NRCSA Legislative Committee
        ii. Hotel Rooms
            1. David
            2. Dave
    b. Thursday, November 19th
        i. Conference
            1. Syd
            2. Dave
            3. David
            4. Ned
            5. Colten
            6. Brandon
            7. Mitch
        ii. Hotels
            1. Dave
            2. David

3. Tony
4. Ned
5. Colten
6. Brandon
7. Mitch

c. Friday, November 20th
   i. Conference
      1. Syd
      2. Dave
      3. David
      4. Tony
      5. Ned
      6. Colten
      7. Brandon
      8. Mitch
   ii. Lunch
      1. Syd
      2. Dave
      3. Tony
      4. Ned
      5. Colten
      6. Brandon
      7. Mitch

Future Board Meetings:

1. Future (all subject to change based on school activities and available quorum of board members):
   a. December 14, 2026 at 4PM
   b. January 11, 2027 at 4PM
   c. February 8, 2027 at 4PM

Career Access Day

humanex ventures®



Select 7

At the beginning of October, the students took a survey to identify their top seven talents. The Talent pyramid organized the strengths into five levels: Drives & Values, Work Style, Relationships, Influence, and Thought Process. This structure illustrated how personal motivations develop into leadership qualities and problem-solving skills. Each level highlights essential talents, such as discipline, empathy, courage, innovation, and mastery, which contribute to individual and team success. Throughout the day, the students focused on developing these talents and leveraging them effectively.

Changing Your "What" to Your "Why"

Students finished the day learning about how to change their "What am I doing" to the "Why I am doing this."







Difficult Conversations

The students had the opportunity to learn and practice difficult conversations. The crucial conversation included understanding the conflict, distinguishing between feedback and criticism, and learning how to receive feedback.

How to Have A Difficult Conversations

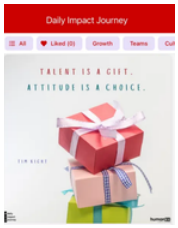
1. *Introduce the Conversation*
2. *Express Empathy*
3. *Describe Behavior..."I've noticed..."*
4. *State the Impact of the Behavior*
5. *Ask the other person for his/her perception of the situation (both people talk)*
6. *Make a Suggestion or Request*
7. *Build an Agreement on Next Steps*
8. *Say "Thank You"*





Talent App

Students now have access to the Talent App, encouraging them to use their talents daily in positive ways.



Having Difficult Conversations

1. *Introduce the Conversation*
2. *Express Empathy*
3. *Describe Behavior…"I've noticed…"*
4. *State the Impact of the Behavior*
5. *Ask the other person for his/her perception of the situation (both people talk)*
6. *Make a Suggestion or Request*
7. *Build an Agreement on Next Steps*
8. *Say "Thank You"*

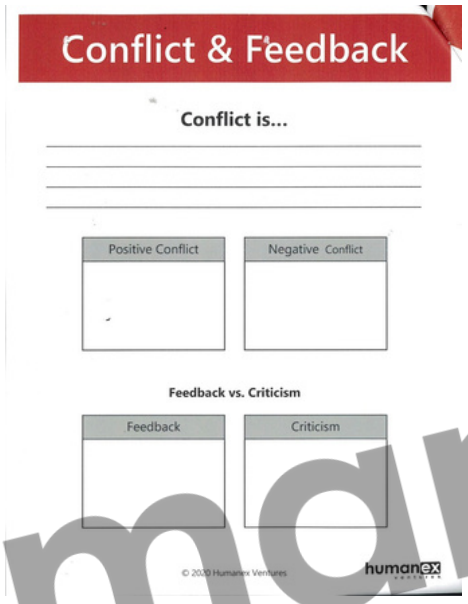
humanex ventures

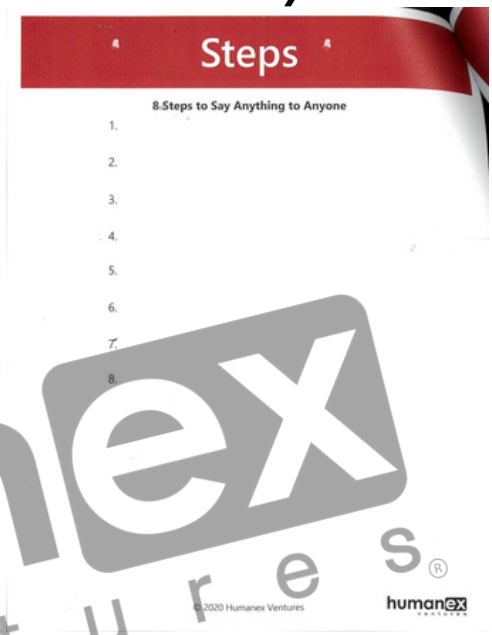
Select 7; Conversations that Matter; Failure Recover & Betting ON YOU

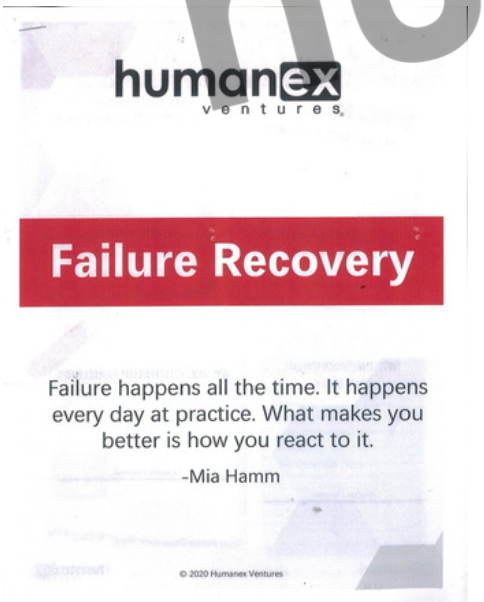
After the student survey, each student received a Select 7 from the following list: mission, achiever, competition, responsibility, discipline, focus, exactness, positivity, networker, empathy, team player, resilience, activator, command, courage, mastery, problem solver, and innovation.

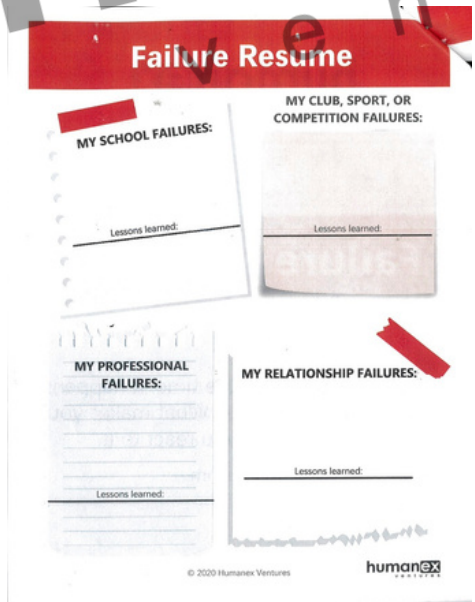
Sessions throughout the rest of the day...

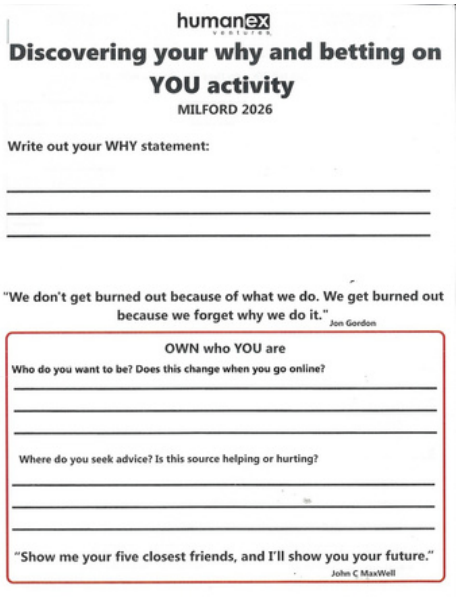












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Milford Public Schools
2026-2027 Enrollment Numbers - November

Grade	M	F	Total
PK	17	20	37
K	19	27	46
1	23	29	52
2	21	26	47
3	29	18	47
4	29	24	53
5	33	33	66
6	32	27	59
Sub Total	*186*	*184*	*370*
7	28	34	62
8	25	33	58
Sub Total	*53*	*67*	*120*
9	29	28	57
10	33	42	75
11	33	22	55
12	28	32	60
12+	1	0	1
Sub Total	*124*	*124*	*248*
Totals	**363**	**375**	**738**

**775 w preschool*

7-12
368

Month	August	September	October	November	December
Total	747	733	737	738	
w Preschool	*784*	*770*	*774*	*775*	

Month	January	February	March	April	May
Total					
w Preschool					

Milford Public Schools

School Profile
Fall 2026

Everyone Has a Story . . . Make Yours Worth Telling

Guiding Questions

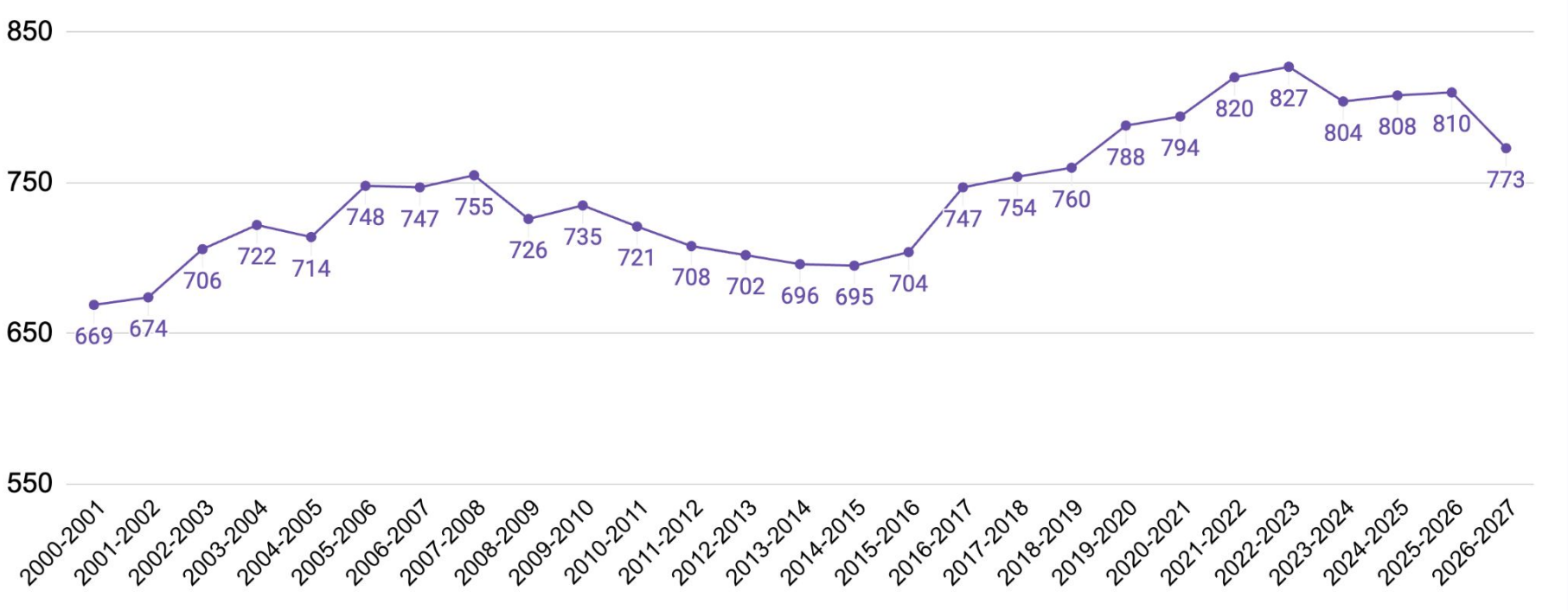
1. What do we expect each student to learn and be able to do?
2. How will we know if each student is learning?
3. How will we respond if a student is not learning?
4. How will we extend learning for students?
5. How will we continuously refine our instructional practices?
6. How will we use systems to support learning for all students?

Demographic and Program Data

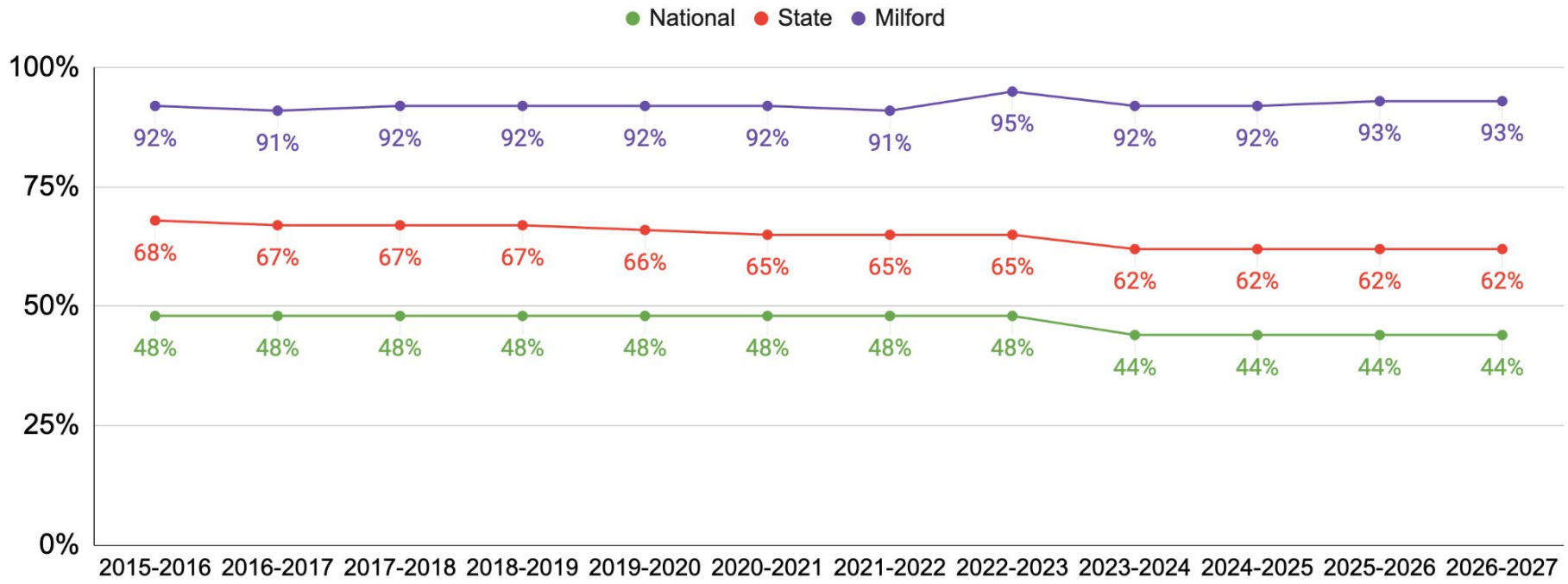
Fall 2026-2027
Who are we?

Everyone Has a Story . . . Make Yours Worth Telling

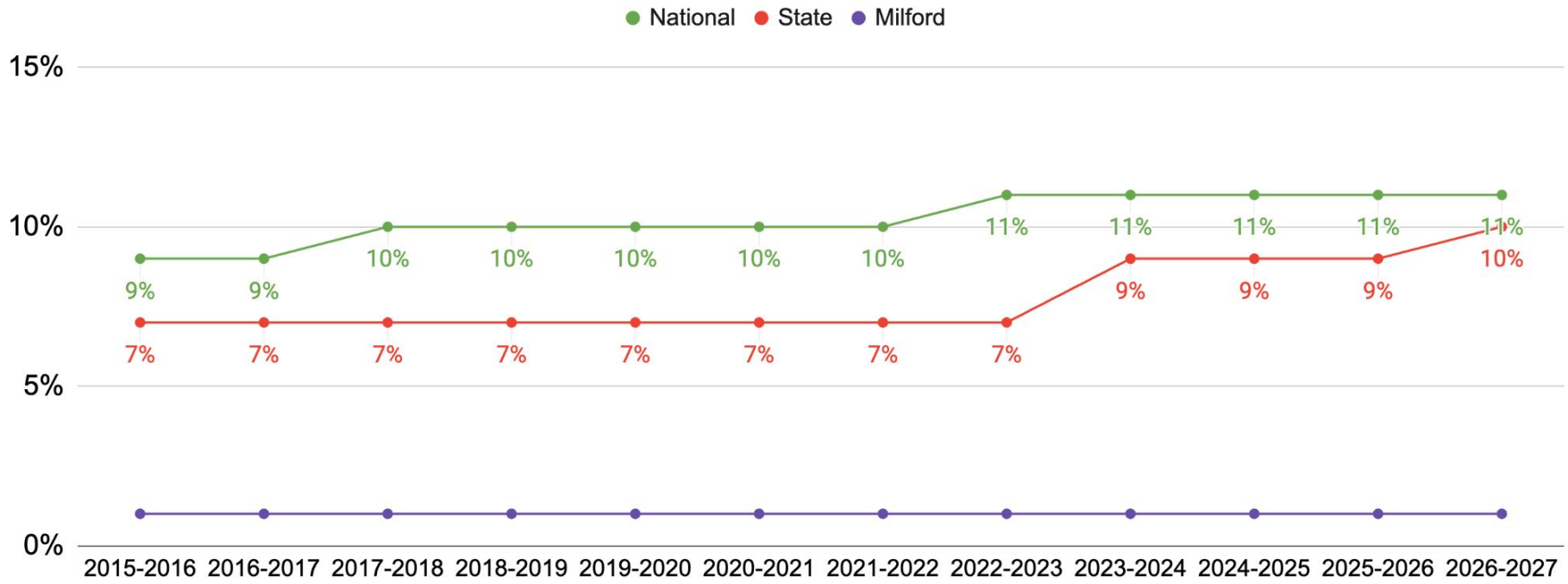
PreK-12 Student Enrollment



Percent White Students

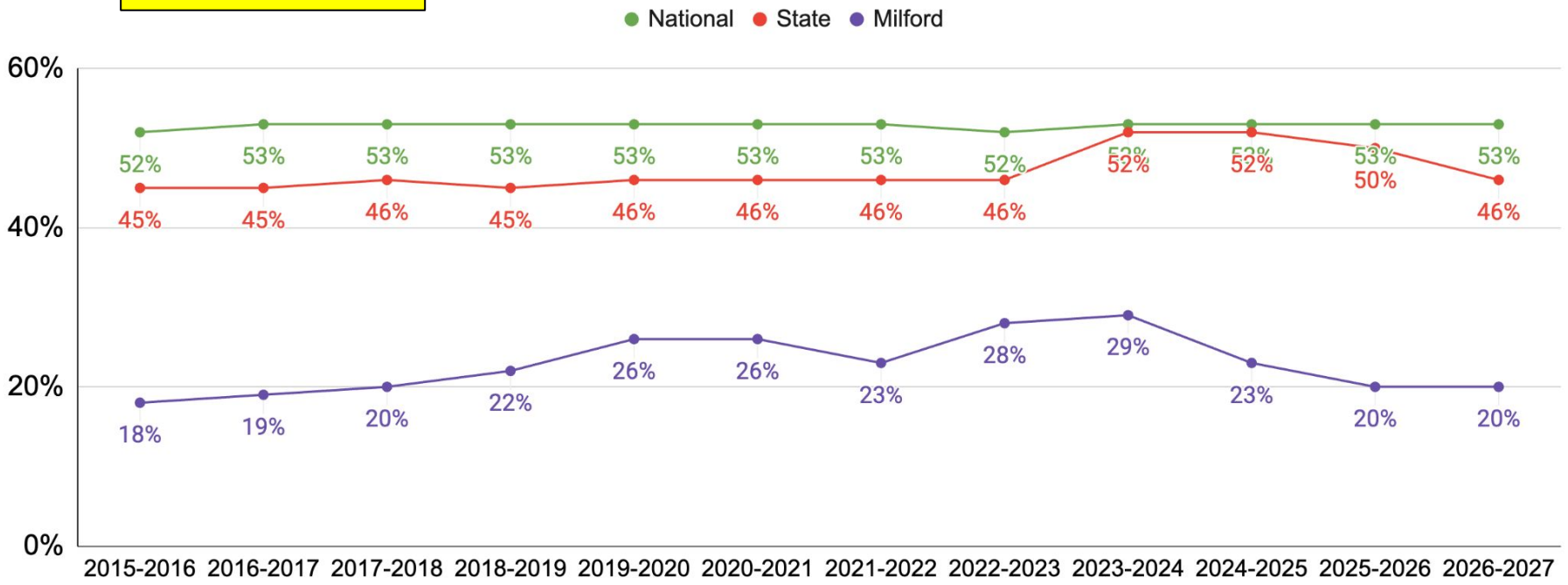


Percent English Learner Students

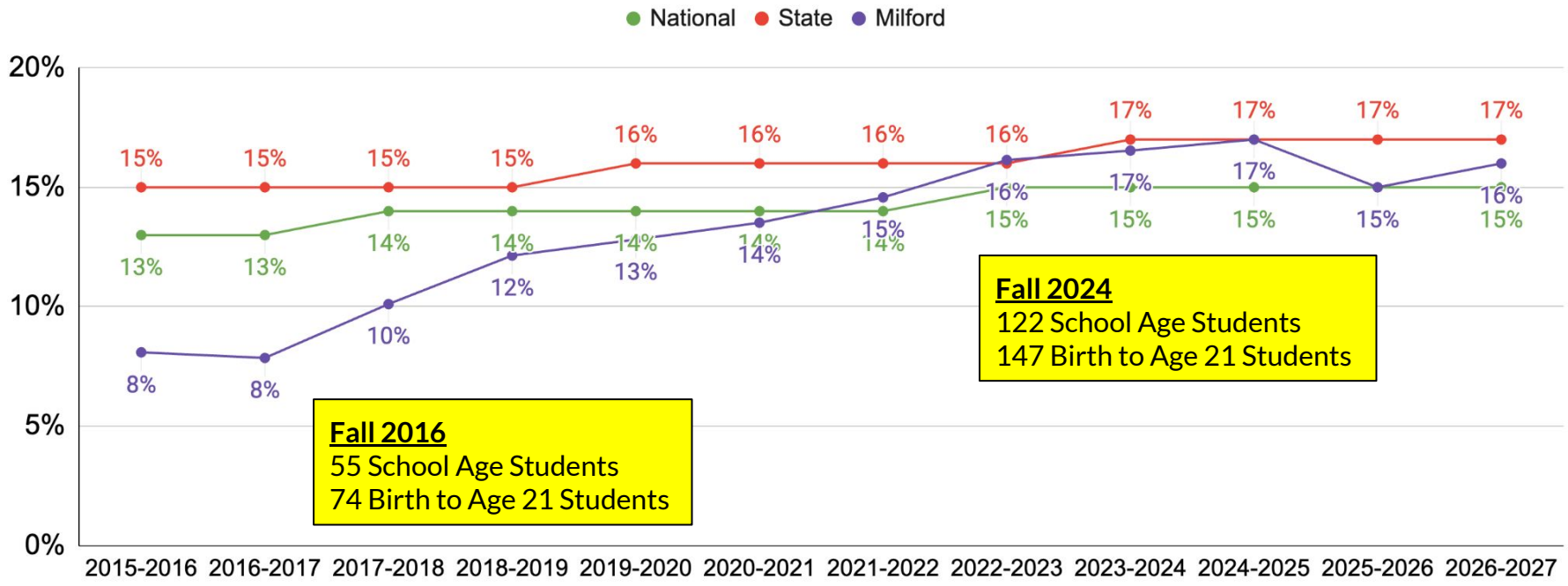


Percent Free/Reduced Lunch

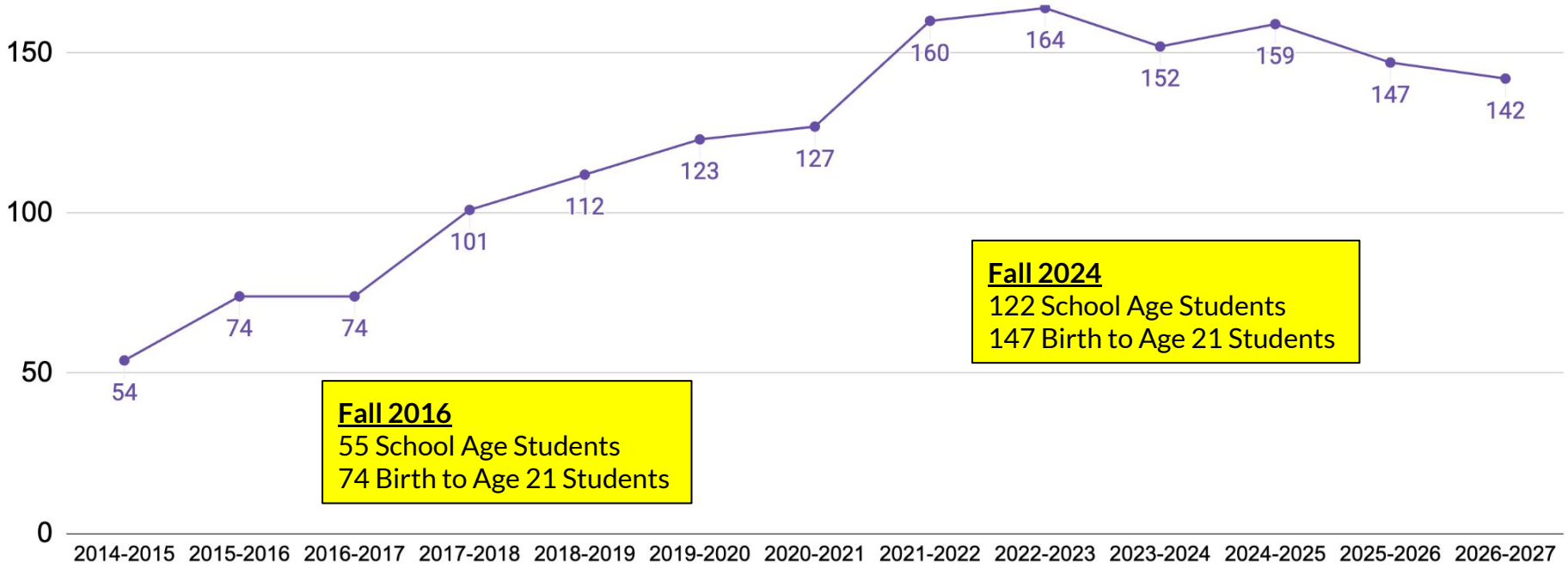
2006-2007
Percent FRL was 11%



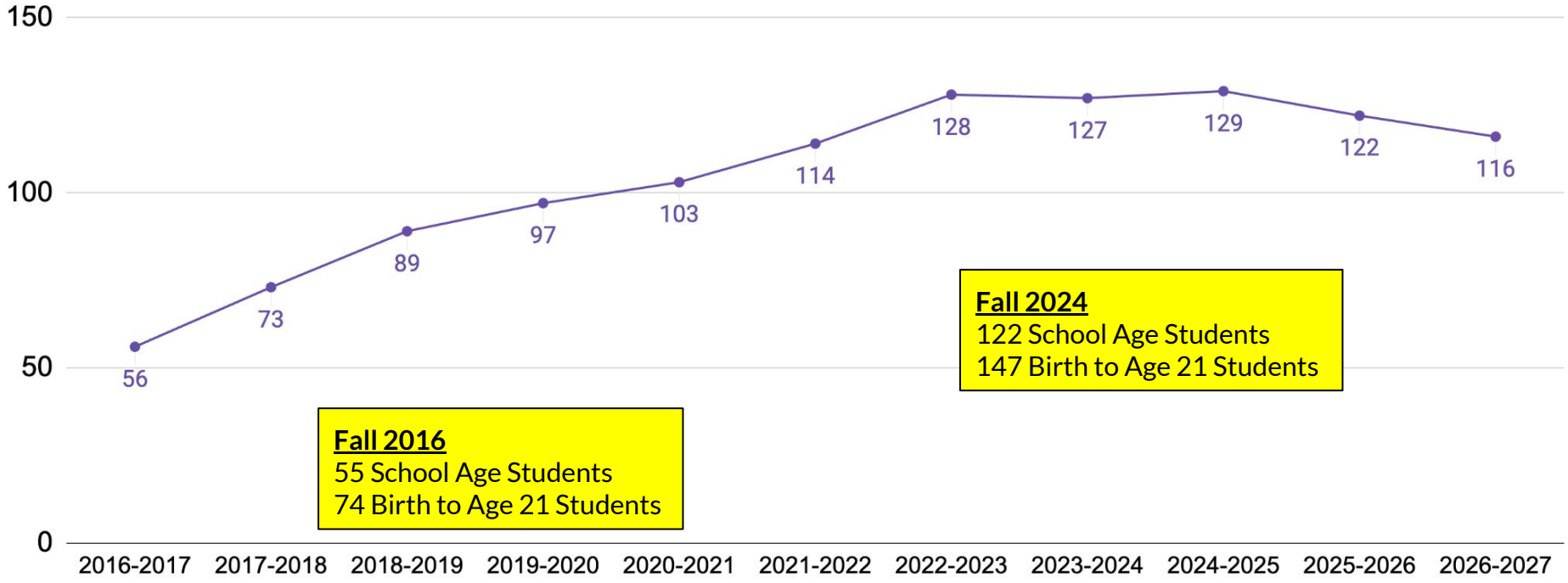
Percent K-12 Students Receiving Special Education Support

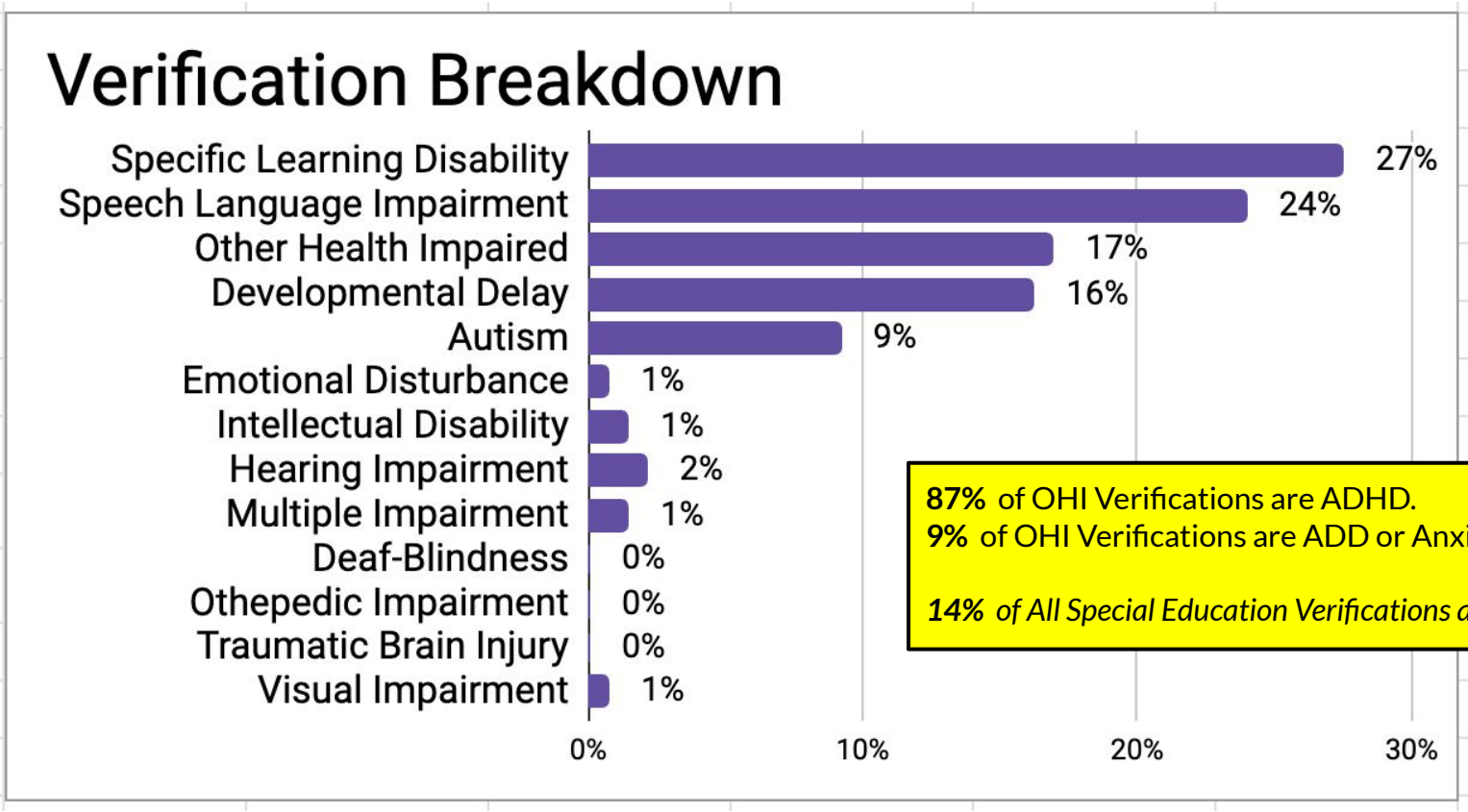


Number of PreK-12 Students Receiving Special Education Support



Number of K-12 Students Receiving Special Education Support

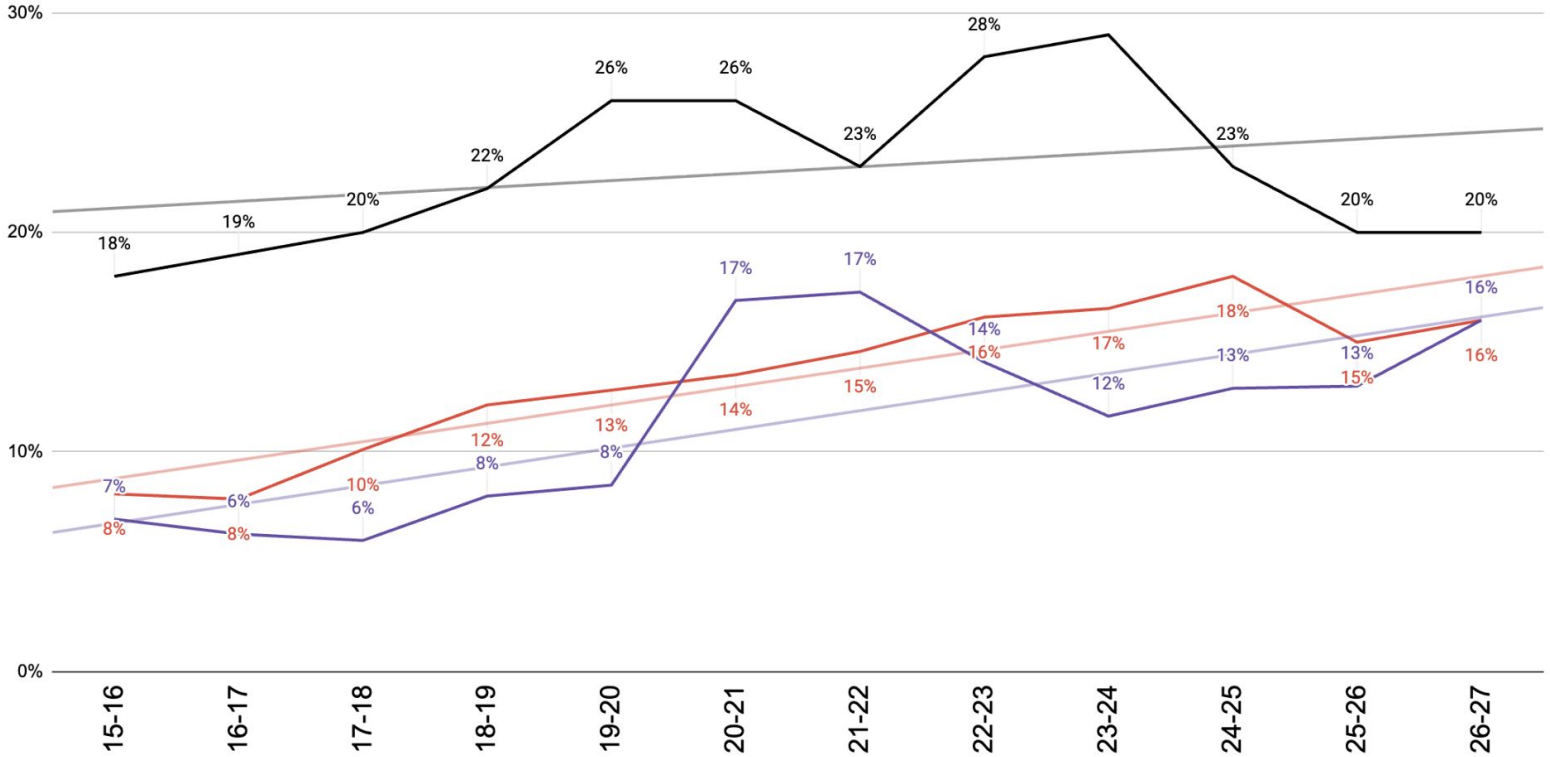




87% of OHI Verifications are ADHD.
9% of OHI Verifications are ADD or Anxiety.

14% *of All Special Education Verifications are students with ADHD.*

Student Demographics Over Time



Impact of Demographics at the Grade Level

Student Demograhic Comparison: Changes from SY 2015-2016 to SY 2025-2026							
	Average Students Per Grade Level	Percent FRL	Estimated # of Students FRL/ Grade Level	Percent Chronic Absent	Estimated # Chronic Absent/ Grade Level	Percent Verified	Estimated # Verified/ Grade Level
2015-2016	52	18%	9	9%	5	8%	4
2026-2027	57	20%	11	16%	9	16%	9
Increase	**5**	**2%**	**2**	**7%**	**4**	**8%**	**5**

Dual Credit / College Level Experiences

English Composition
Intro to Psychology
Nursing Assistant
Public Speaking
SCC Career Exploratory
Livestock Production
Human Anatomy
Welding

Child Development
Intro to Business
Chemistry
College Algebra
Medical Terminology
Nursing
Introduction to Education
Education Practicum

Certifications Offered

Fundamentals of Agriculture
Early Childhood Education
Business
Entrepreneurship
Bookkeeping
Office Professional
Dietary Manager
Computer Information Technology
Construction Process
Introduction to Energy Industry
Geographic Information Systems
Welding Technology
Global Studies
Automotive Technology and Light Repair
Professional Truck Driving
Healthcare Services

Student Learning Data

Fall 2026-2027

How are our students doing?

Everyone Has a Story . . . Make Yours Worth Telling

Why Do We Collect Data?
To measure the effectiveness of systems:

1. Identify students who may need additional support.
2. Determine need for supplemental materials.
3. Reallocate support/resources to students with greater needs.
4. Evaluate the impact of current support systems.

Fall 2026 Early Literacy Data

DIBELS			
% at Benchmark		*Spring*	*Fall*
Assessment	**Grade**	**2025-26**	**2025-26**
Composite	Kindergarten	96	51
Composite	First Grade	84	88
Composite	Second Grade	74	77
Composite	Third Grade	62	72
Composite	Fourth Grade	52	57
Composite	Fifth Grade	75	66
Composite	Sixth Grade	65	56
Composite	Seventh Grade	No Data	57
Composite	Eighth Grade	No Data	49

Fall 2026 MAP | Math

NWEA MAP						
% at the 40th Percentile or Greater		*Fall*	*Fall*	*Fall*	*Fall*	*Fall*
Assessment	**Grade**	**2022-23**	**2023-24**	**2024-25**	**2025-26**	**2026-2027**
MAP-Math	Second Grade	No Data	No Data	No Data	No Data	No Data
MAP-Math	Third Grade	58	60	63	80	83
MAP-Math	Fourth Grade	65	68	76	72	82
MAP-Math	Fifth Grade	81	70	65	74	80
MAP-Math	Sixth Grade	82	87	75	73	70
MAP-Math	Seventh Grade	89	79	84	81	74
MAP-Math	Eighth Grade	81	85	69	81	69

Spring 2026 NSCAS | ELA

Nebraska State Assessment						
% Meeting or Exceeding the Standards		*Spring*	*Spring*	*Spring*	*Spring*	*Spring*
Assessment	**Grade**	**2021-22**	**2022-23**	**2023-24**	**2024-25**	**2025-26**
NSCAS-ELA	Third Grade	51	56	61	58	64
NSCAS-ELA	Fourth Grade	67	52	53	65	63
NSCAS-ELA	Fifth Grade	46	55	52	53	64
NSCAS-ELA	Sixth Grade	66	56	77	65	61
NSCAS-ELA	Seventh Grade	51	67	61	75	63
NSCAS-ELA	Eighth Grade	62	76	80	72	71
	Ninth Grade					
(11th Cut = 18+)	Tenth Grade					
NSCAS-ELA (ACT)	Eleventh Grade	57	70	61	57	60

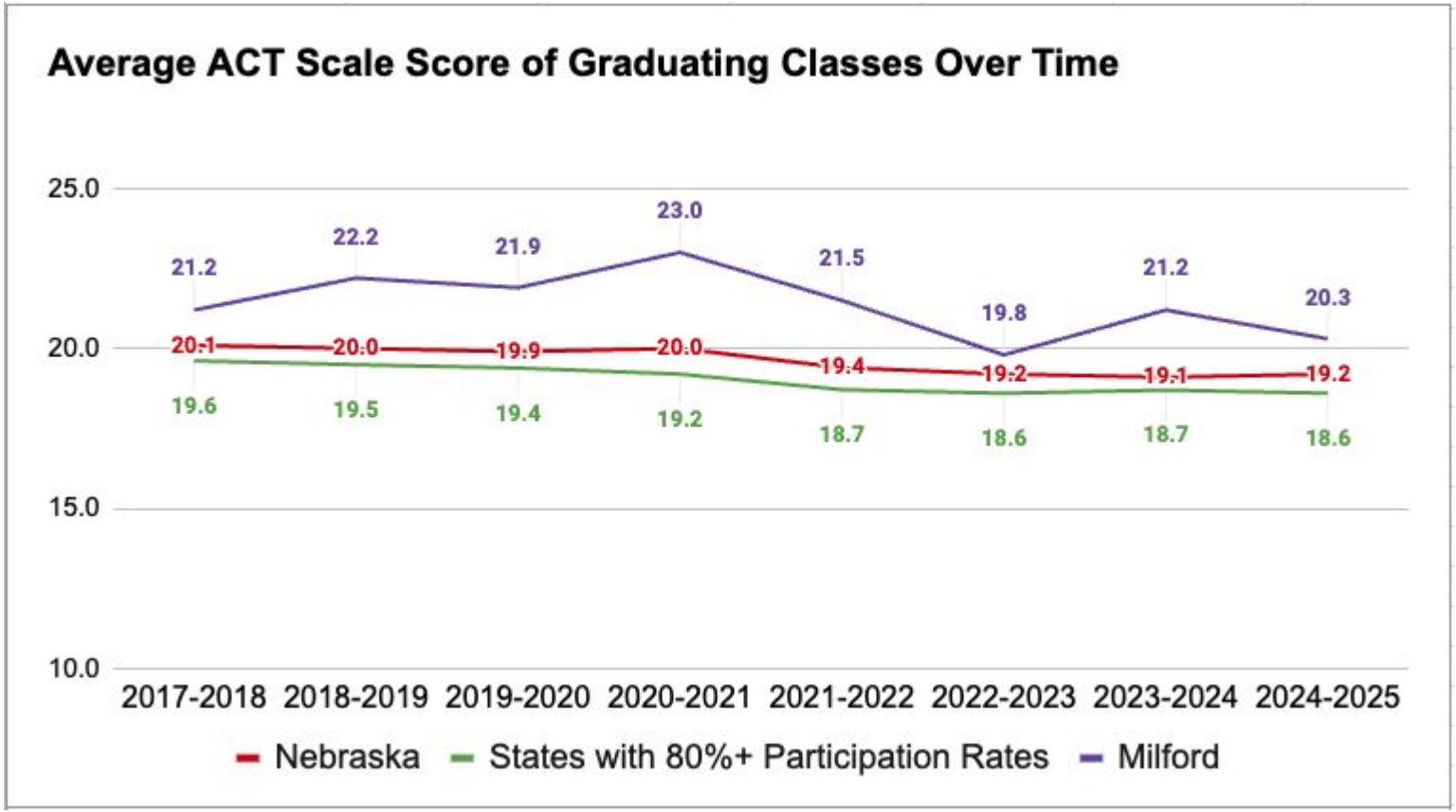
Spring 2026 NSCAS | Math

Nebraska State Assessment						
% Meeting or Exceeding the Standards		*Spring*	*Spring*	*Spring*	*Spring*	*Spring*
Assessment	**Grade**	**2021-22**	**2022-23**	**2023-24**	**2024-25**	**2025-26**
NSCAS-Math	Third Grade	51	62	60	56	70
NSCAS-Math	Fourth Grade	63	65	72	84	61
NSCAS-Math	Fifth Grade	49	81	62	63	58
NSCAS-Math	Sixth Grade	74	64	73	60	50
NSCAS-Math	Seventh Grade	55	85	49	61	55
NSCAS-Math	Eighth Grade	61	71	72	59	60
	Ninth Grade					
(11th Cut = 18+)	Tenth Grade					
NSCAS-Math (ACT)	Eleventh Grade	49	74	59	59	69

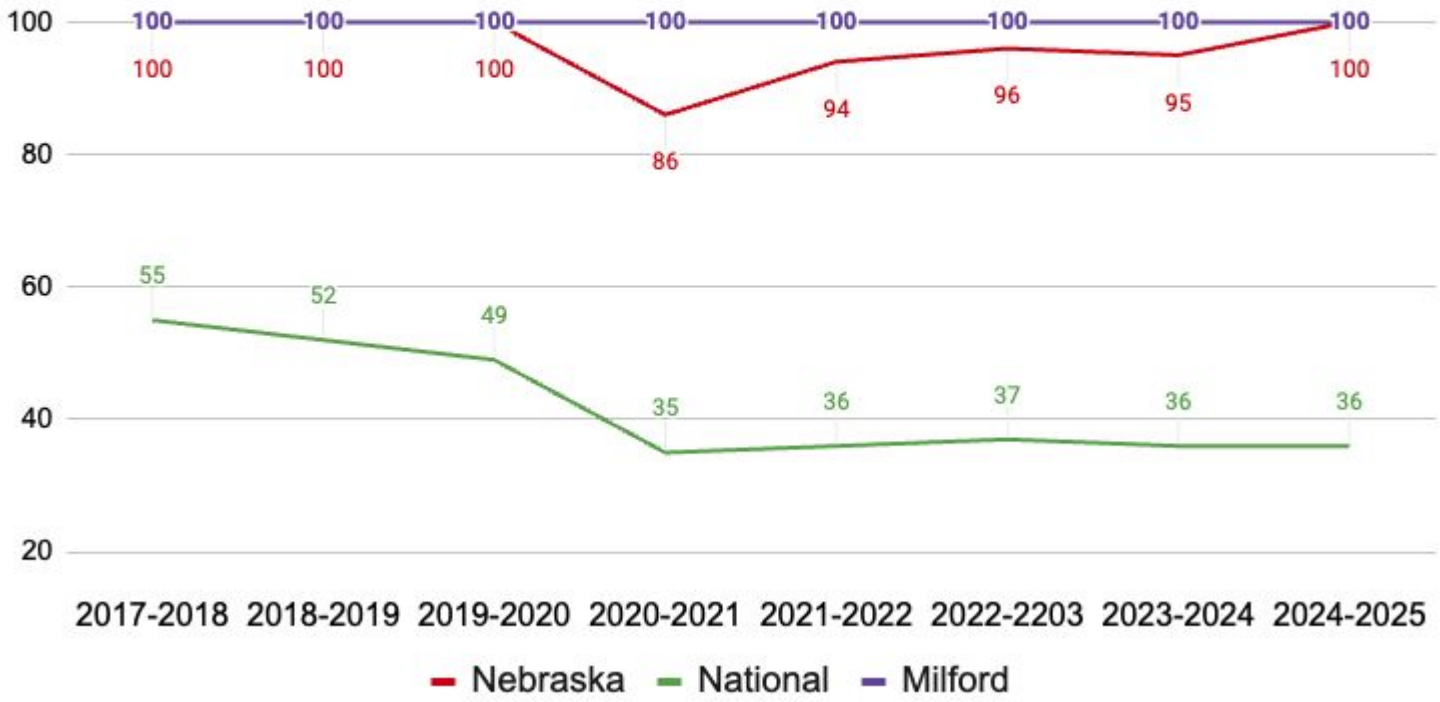
ACT Results

ACT Results

Nebraska ACT Average Scale Score Rank Among States with 80%+ Participation Rates								
Graduation Year	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Rank	7th	4th	5th	3rd	2nd	3rd	5th	5th


Average ACT Scale Score of Graduating Classes Over Time
25.0
20.0
15.0
10.0
21.2
22.2
21.9
23.0
21.5
19.8
21.2
20.3
20.1
20.0
19.9
20.0
19.4
19.2
19.1
19.2
19.6
19.5
19.4
19.2
18.7
18.6
18.7
18.6
2017-2018
2018-2019
2019-2020
2020-2021
2021-2022
2022-2023
2023-2024
2024-2025
Nebraska
States with 80%+ Participation Rates
Milford

Estimated Percent of Graduates Taking the ACT



Reactions

1. We continue to review grade levels and subjects that have lower percentages of proficient students. Which ***students***? What ***skills***? What ***systems*** of support?
2. State assessment cut scores are set at a higher level when compared to nationally normed assessments. NSCAS proficiency levels will logically be lower when compared with MAP proficiency levels.
3. Results guide conversations about programming, instructional materials, etc.

Questions | Comments

Milford Public Schools

Strategic Plan Implementation Status

					Building Specific	Planned	In Progress	Complete
Driving Goal	**Action Plan**	**Action Step**	**Building**	**2025-2026**	**2026-2027**	**2027-2028**	**2028-2029**	**2029-2030**
Each student will demonstrate academic growth.	**We will continuously evaluate and refine the purpose of grades and how they influence our practices.**	Evaluate current grading/assessment practices.	Elementary			7-12 Only		
			JHHS			Complete		
		Research and identify best practices in grading.	Elementary			7-12 Only		
			JHHS			Complete		
	Goal	Explore and discuss grading philosophy among staff and grade level teams related to the purpose of grades.	Elementary			7-12 Only		
	Grading systems are established and followed with fidelity.		JHHS			Complete		
		Research other school district's grading policies.	Elementary			7-12 Only		
			JHHS			Complete		
		Engage a parent/community group regarding grading practices.	Elementary			7-12 Only		
			JHHS			Complete		
		Implement building-wide grading policies w/ fidelity.	Elementary			7-12 Only		
			JHHS	Planned	In Progres			
	We will establish a system for data-driven decision making.	Evaluate current data systems and its implementation.	Elementary			Complete		
			JHHS	Planned	Planned			
		Research other district's data collection systems.	Elementary			Complete		
			JHHS	In Progress	In Progress			
	Goal	Evaluate academic Multi-tiered Systems of Support (MTSS-A) plans, decision rules and visuals that guide decision-making, and organize resources to support students.	Elementary	In Progress	In Progress			
	A comprehensive data system is established to meet the needs of students across all levels of MTSS-A.		JHHS	Planned	In Progress			
		Develop and/or refine decision rules at the elementary, Jr. high, and high school for literacy and math that align with statewide expectations	Elementary			Complete		
			JHHS	Planned	Planned			
		Offer professional development for staff about MTSS-A plans (decision rules, visuals that guide decision-making, and resources to support students).	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Develop systems to monitor the implementation and effectiveness of MTSS-A plans.	Elementary	In Progress	In Progress			
			JHHS	Planned	Planned			
		Develop a curriculum review process.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
	We will review, revise, and implement our academic essentials.	Review & Evaluate current department and grade level essentials and refine current practices.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Identify districts with established essentials based upon state standards.	Elementary	Planned	In Progress			
			JHHS	Planned	In Progress			
	Goal	Consult with other districts with strong academic essentials established.	Elementary	Planned	In Progress			
	Clearly defined essentials across all content areas are aligned K-12 and known to the public.		JHHS	Planned	In Progress			
		Create or adopt a template for documenting essentials.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Determine process for modifying and adopting essentials.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Examine current curriculum to ensure that there is vertical and horizontal alignment with the essentials.	Elementary	Planned	Planned			
			JHHS	Planned	Planned			
		Create common formative assessments to evaluate student mastery of essential content.	Elementary	Planned	Planned			
			JHHS	Planned	Planned			
		Share essentials publicly (syllabus, grade/course outline, course description book).	Elementary	Planned	Planned			
			JHHS	Planned	Planned			
		Develop a system to share with new employees.	Elementary					
			JHHS					
	We will ensure all students achieve high levels of literacy.	Identify skills required for high levels of literacy that align with ELA essentials.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Implement evidence based Tier 1 instructional routines across all grade levels.	Elementary	Planned	In Progress			

Milford Public Schools

Strategic Plan Implementation Status

					Building Specific	Planned	In Progress	Complete
Driving Goal	**Action Plan**	**Action Step**	**Building**	**2025-2026**	**2026-2027**	**2027-2028**	**2028-2029**	**2029-2030**
			JHHS	Planned	In Progress			
	Goal	Identify gaps in expertise/training for individual teachers and provide the needed training.	Elementary	Planned	In Progress			
	Students will meet state ELA proficiency rates of 75% for Elementary, 70% for Jr. High, and 65% for High School.		JHHS	Planned	In Progress			
		Implement fidelity checks (through teacher observation system) to ensure that best practices for tier 1 literacy instruction are in place in all classrooms.	Elementary	Planned	Planned			
			JHHS	Planned	Planned			
		Assess our current levels of student engagement during literacy instruction.	Elementary	Planned	Planned			
			JHHS	Planned	Planned			
		Explore strategies to increase student engagement during literacy instruction.	Elementary	Planned	In Progress			
			JHHS	Planned	In Progress			
		Implement strategies to increase student engagement during literacy instruction and track engagement data to measure progress.	Elementary	Planned	In Progress			
			JHHS	Planned	In Progress			
		Create a baseline of literacy achievement using selected data.	Elementary			Complete		
			JHHS			Complete		
		Systematically and periodically review literacy achievement data to ensure growth.	Elementary	In Progress	In Progress			
			JHHS	Planned	Planned			
		Explore ways to help families build literacy routines at home	Elementary	Planned	In Progress			
			JHHS	Planned	In Progress			
All students will feel safe, supported, and empowered in order to reach their full potential.	**We will provide security and safety measures that ensure all students feel safe.**	We will research State and National Standards around school safety.	Elementary			Complete		
			JHHS			Complete		
		We will do a safety and security study for MPS facilities to determine next steps for physical security. (Major projects will be referred to board).	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
	Goal	We will explore the allocation of funding needed to implement the physical security measures recommended through the research and safety and security study.	Elementary	Planned	Planned			
	The district has a detailed Emergency Operations Plan that is followed with fidelity.		JHHS	Planned	Planned			
		We will seek input from NDE about core components of an Emergency Operations Plan (EOP).	Elementary			Complete		
			JHHS			Complete		
		We will continue to develop an EOP for MPS and review and revise it annually.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		We will implement new safety protocols identified and train staff in the necessary steps of the EOP.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		We will share with students and parents the steps in the EOP and how they are being followed/implemented district-wide.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
	We will promote positive student behavior by proactively educating students in the areas of Social/Emotional	Examine current practices around social emotional health of students and staff.	Elementary	In Progress	In Progress			
			JHHS	Planned	Planned			
		Review current curricula in use for teaching SEL for implementation, and the process for implementation.	Elementary	In Progress	In Progress			
			JHHS	Planned	Planned			
	Goal	Make recommendations about the best course forward for SEL in MPS, establishing clear guidelines for the roles of counselors, LMHPs, classroom teachers, and others.	Elementary	Planned	Planned			
	SEL/digital citizenship essentials are established and shared. Roles to support the needs of students are clearly defined.		JHHS	Planned	Planned			
		Provide Professional Development around social emotional learning and mental health to staff.	Elementary	Planned	Planned			
			JHHS	Planned	Planned			
		Examine current practice around teaching internet safety and digital citizenship to students.	Elementary	Planned	In Progress			
			JHHS	Planned	In Progress			
		Research best practices in the teaching and implementation of internet safety and digital citizenship learning for students.	Elementary	Planned	In Progress			
			JHHS	Planned	In Progress			
		Develop for implementation a K-12 scope and sequence for teaching internet safety and digital citizenship.	Elementary	Planned	Planned			
			JHHS	Planned	Planned			
		Evaluate the effectiveness of current practice and decision rules around behavior and mental health to identify students in need of tier 2 support.	Elementary					
			JHHS					

Milford Public Schools

Strategic Plan Implementation Status

					Building Specific	Planned	In Progress	Complete
Driving Goal	**Action Plan**	**Action Step**	**Building**	**2025-2026**	**2026-2027**	**2027-2028**	**2028-2029**	**2029-2030**
		Examine options available for mental health and/or behavioral screeners for use in addition to or in place of Eagle Pride reports.	Elementary					
			JHHS					
		Conduct a community and student survey to determine the degree to which bullying (according to a shared common definition of bullying) is a problem in MPS.	Elementary					
			JHHS					
		Based on survey data, develop and implement strategies to address bullying in the district.	Elementary					
			JHHS					
		Develop a process to communicate with parents the systems (curriculum, screeners, data systems, etc.) used for SEL, digital citizenship, and bullying guidelines.	Elementary					
			JHHS					
	We will ensure students, staff and families have access to mental health resources.	Evaluate the use and capacity of the mental health resources (LMHP, counselors). Clarify how LMHP and counselors provide mental health services for students.	Elementary					
			JHHS					
		Develop decision rules to clarify when students/staff access these resources (LMHP, counselors at both elementary and 7-12 buildings).	Elementary					
			JHHS					
	Goal	Explore community partnerships with mental health providers, and ways to collaborate to ensure students have access to those supports in school.	Elementary					
	All students will have improved mental health, through the services provided, as measured by LMHP data.		JHHS					
		Evaluate (survey, etc.) the degree to which students' mental health needs are being met by district resources.	Elementary					
			JHHS					
		Evaluate the use of the data collected about the physical health of students and staff in order to develop strategies to enhance their physical health.	Elementary					
			JHHS					
		Implement strategies to enhance the physical health of students and staff.	Elementary					
			JHHS					
	We will develop a strong Multi-tiered System of Support (MTSS) to enhance student mental health and behavior.	Evaluate MTSS-B plans, decision rules and visuals that guide decision-making, and organize resources to support students.	Elementary	In Progress	In Progress			
			JHHS	Planned	In Progress			
		Develop and/or refine decision rules at the elementary, Jr. high, and high school.	Elementary	In Progress	In Progress			
			JHHS	Planned	In Progress			
	Goal	Offer professional development for staff about MTSS-B plans (decision rules, visuals that guide decision-making, and resources to support students).	Elementary	Planned	In Progress			
	Positively trending survey data that shows the needs of our students are decreasing.		JHHS	Planned	In Progress			
		Develop systems to monitor the implementation and effectiveness of MTSS-B plans.	Elementary	Planned	Planned			
			JHHS	Planned	Planned			
		Evaluate the effectiveness of current SEL screeners to identify students in need of increased behavioral support.	Elementary	Planned	Planned			
			JHHS	Planned	Planned			
		If needed, explore other SEL screeners to identify students in need of increased behavioral support.	Elementary					
			JHHS					
We will provide all students with the experiences and communication to be engaged in their school and community.	**We will identify and develop school-sponsored programming to help students enrich their purpose, passion, and skill.**	Examine current school programs offered in each building.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Examine the number and percentage of students involved in current school programs (Ex. TeamMates, etc.).	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Investigate options for additional school-sponsored programs to offer, with emphasis on elementary school programming, including before and after school opportunities.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
	Goal	Survey staff, students, and parents to determine interest in current and potential school programs.	Elementary	Planned	Planned			
	All students are involved in a school-sponsored program.		JHHS	Planned	Planned			
		Investigate third-party organizations to partner with to provide before or after-school programs.	Elementary	Planned	Complete			
			JHHS	Planned	Complete			
		Consider providing resources to offer additional school-sponsored programs.	Elementary	Planned	Complete			
			JHHS	Planned	Complete			
		Explore after-school curriculum and funding for staffing by presenting to the BOE and exploring alternative funding sources.	Elementary	Planned	Complete			
			JHHS	Planned	Complete			
		If the after school program is approved, develop a system for implementation and a	Elementary	Planned	Complete			

Milford Public Schools

Strategic Plan Implementation Status

					Building Specific	Planned	In Progress	Complete
Driving Goal	**Action Plan**	**Action Step**	**Building**	**2025-2026**	**2026-2027**	**2027-2028**	**2028-2029**	**2029-2030**
		timeline for implementation.	JHHS	Planned	Complete			
		Investigate opportunities to expand dual-credit and partnerships (in addition to current partners) to provide a variety of opportunities for students.	Elementary	7-12 Only				
			JHHS	Planned	In Progress			
	We will identify and develop community programming to help students enrich their purpose, passion and skill.	Examine current community partnerships that provide career-related experiences, including students in elementary, junior high, and high school.	Elementary	In Progress				
			JHHS	In Progress				
		Examine the offerings for career-related experiences, such as field trips, guest presenters, job-shadowing, internships, etc., at each grade level.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Investigate additional opportunities to connect with the community to offer career-related experiences.	Elementary					
			JHHS					
	Goal	Consider investing in resources to provide additional career-related experiences.	Elementary					
	We will increase our community partnerships.		JHHS					
		Create an interest survey from community business leaders to determine their willingness to connect with MPS students.	Elementary					
			JHHS					
		Develop a plan to annually engage community business leaders with students. (Work study, career access day, apprenticeships, job shadow, 8th Careers, job fair).	Elementary					
			JHHS					
	We will identify and develop post-graduate programming to help students enrich their passion, purpose, and skill.	Examine the current offerings for students to develop the skills needed for life after graduation (financial literacy, career paths, independent living skills).	Elementary					
			JHHS					
		Surveying students and families on additional career pathways that we need to explore.	Elementary					
			JHHS					
		Investigate how other schools provide internships, job shadowing, and apprenticeship opportunities.	Elementary					
	Goal		JHHS					
	Each student will have access to courses, internships, job-shadows, and/or apprenticeships to begin the development of skills to be successful in their identified career.	Consider investing in resources to provide internships, job shadowing, and apprenticeship opportunities.	Elementary					
			JHHS		In Progress			
		Explore individual student strengths and interests that will serve them post-graduation (Gallup Surveys, Transition Assessments, etc.).	Elementary					
			JHHS		In Progress			
		Revisit the Freshman advisory system and implement it when possible.	Elementary	7-12 Only				
			JHHS		In Progress			
	We will provide service learning opportunities for our students.	Examine the research on the impact service learning opportunities have on students.	Elementary					
			JHHS					
		We will examine how we ensure all students are involved in community service, such as a component of graduation.	Elementary					
			JHHS					
	Goal	Examine how other schools provide service-learning projects for students.	Elementary					
	Each student will be involved in a service-learning experience.		JHHS					
		Examine service-learning graduation requirements used in other school districts.	Elementary					
			JHHS					
		Explore service scholarship opportunities for students through the Foundation.	Elementary					
			JHHS					
	We will provide clear, transparent, and consistent communication.	Examine current methods of communication used with parents/stakeholders.	Elementary					
			JHHS					
		Survey staff to obtain feedback related to method and frequency of communication with parents.	Elementary					
			JHHS					
		Research alternate systems utilized by school districts for parent communication.	Elementary					
	Goal		JHHS					
	All families will be able to access and understand information about their child, school, and district.	Survey parents on preferred methods of communication.	Elementary					
			JHHS					
		Implement a consistent system for communication.	Elementary					
			JHHS					

Milford Public Schools

Strategic Plan Implementation Status

					Building Specific	Planned	In Progress	Complete
Driving Goal	**Action Plan**	**Action Step**	**Building**	**2025-2026**	**2026-2027**	**2027-2028**	**2028-2029**	**2029-2030**
		Examine current parent teacher conference practices.	Elementary					
			JHHS					
		Explore strategies to improve the parent teacher conference process through collaboration with other school districts.	Elementary					
			JHHS					
		Consider new strategies to increase parent teacher conference attendance.	Elementary					
			JHHS					
		Consider additional ways to tell our story through various media outlets to ALL members of our community (even those with no current connection to MPS) Newsletter, activities (events, PTO meetings, etc.) calendar for the year, etc.	Elementary					
			JHHS					
All students will have access to high quality facilities that meet their needs.	**We will examine if we have the appropriate instructional space to meet our mission.**	Examine current facilities and future needs for spacing and security.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Explore the need to conduct a facility study by an outside architect/vendor.	Elementary	Complete				
			JHHS	Complete				
		Develop a community survey to identify building and facility needs. If needed, create a community group to provide information to the board.	Elementary	Planned	In Progress			
	Goal		JHHS	Planned	In Progress			
	All stakeholders perceive there is adequate space for each instructional program, as evidenced through perceptual survey data.	Explore census companies to project future enrollment.	Elementary	Planned	In Progress			
			JHHS	Planned	In Progress			
		Utilize the Seward County Housing Study to help project student enrollment.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Visit other school district facilities and gather information and solutions related to safety, ADA, nutrition services, fire safety, instructional demands, etc.	Elementary	Planned	Planned			
			JHHS	Planned	Planned			
		Investigate and collaborate with key personnel on facility design (technology, buildings and grounds, principals, special education, emergency response agencies, etc.).	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Develop a timeline and analyze funding resources to develop a plan of action for addressing needs.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
	We will review our existing infrastructure and ensure it meets the needs of the district.	Research the maintenance needs at each building.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Examine the facility study and the high priority needs identified through the strategic planning process, such as HVAC, shared spaces, and middle school space.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Explore and organize effective options for updating facilities with an emphasis on safety, ADA compliance, nutrition services, current instructional demands, etc.	Elementary	In Progress	In Progress			
	Goal		JHHS	In Progress	In Progress			
	All components of the infrastructure are within the estimated expected lifespan.	Develop a facilities plan to address the crucial needs to ensure infrastructure needs can be addressed.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Develop a timeline and analyze special building fund and QCPUF resources to develop a plan of action for addressing needs.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Evaluate the effectiveness of the maintenance plan.	Elementary	Planned	Planned			
			JHHS	Planned	Planned			
	We will explore funding mechanisms to address facility needs.	Foster community understanding of the need for facility improvements and additions.	Elementary	Planned	Planned			
			JHHS	Planned	Planned			
		Explore architect firms to develop a comprehensive facility study for building needs.	Elementary	Complete				
			JHHS	Complete				
		Research and explore the possibility of lease-purchase, tax-anticipation notes, special building funds, QCPUF, and a bond issue based on the results of the facility study.	Elementary	In Progress	In Progress			
	Goal		JHHS	In Progress	In Progress			
	We have secured the necessary funds to support identified projects.	Develop a timeline for facility improvements.	Elementary	In Progress	In Progress			
			JHHS	In Progress	In Progress			
		Determine funding mechanisms for identified facility needs.	Elementary	Planned	In Progress			
			JHHS	Planned	In Progress			
		If a bond issue is determined as a funding mechanism, develop a community bond	Elementary	As Needed	As Needed			

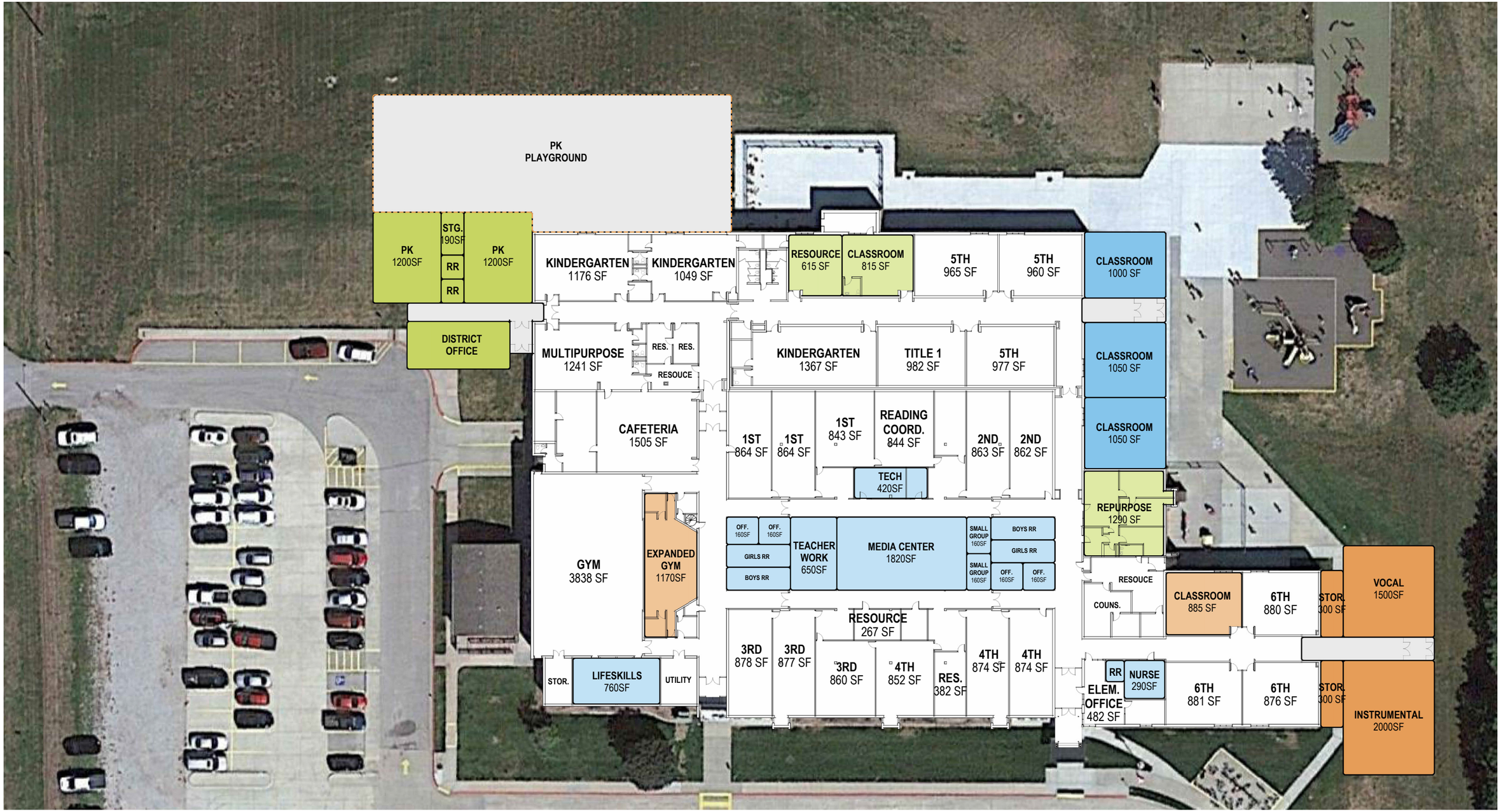
Milford Public Schools

Strategic Plan Implementation Status

					Building Specific	Planned	In Progress	Complete
Driving Goal	**Action Plan**	**Action Step**	**Building**	**2025-2026**	**2026-2027**	**2027-2028**	**2028-2029**	**2029-2030**
		committee.	JHHS	As Needed	As Needed			
		If a bond issue is determined as a funding mechanism, develop a timeline for the bond issue if that is the direction of the board of education.	Elementary	As Needed	As Needed			
			JHHS	As Needed	As Needed			
		If a bond issue is determined as a funding mechanism, board approval of bond issue and dollar amount of bond.	Elementary	As Needed	As Needed			
			JHHS	As Needed	As Needed			
		If a bond issue is determined as a funding mechanism, educate the community on the bond issue.	Elementary	As Needed	As Needed			
			JHHS	As Needed	As Needed			

MILFORD ELEMENTARY BUILDING

Master Plan Phasing



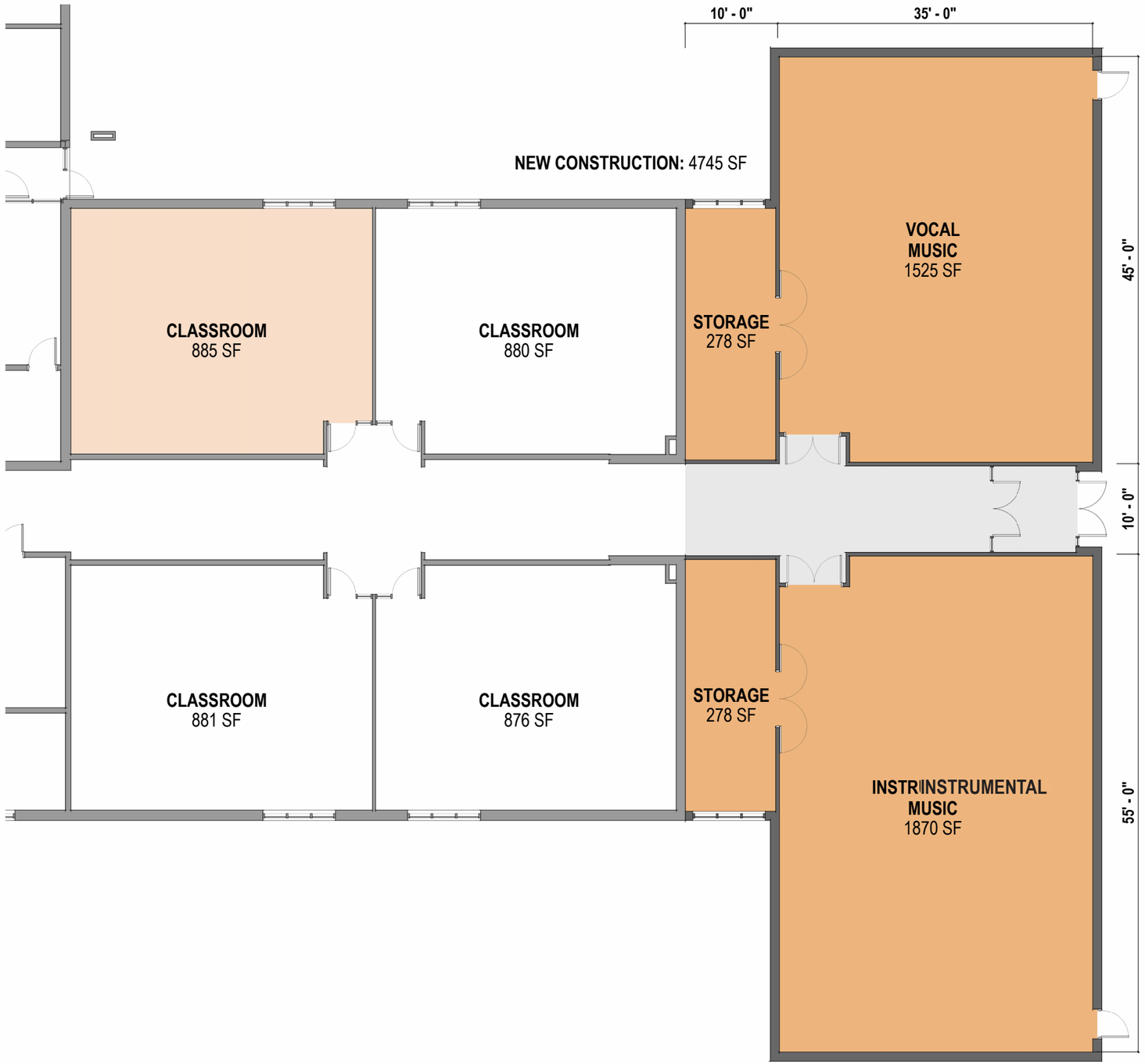
MASTER PLAN PHASES

Phase 01 Phase 02 Future Phase

*Half tone colors denote renovation vs addition

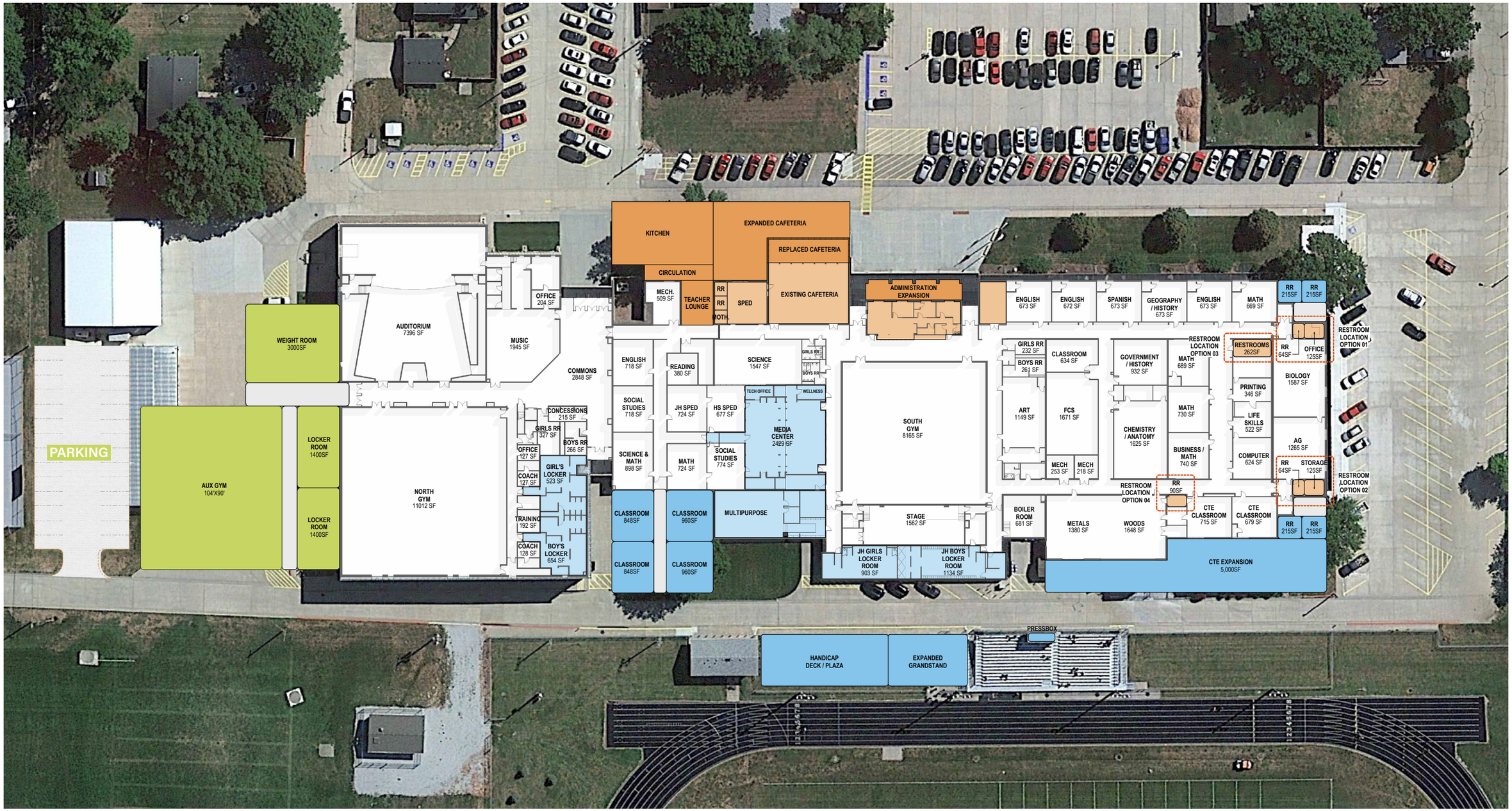
MILFORD ELEMENTARY BUILDING

Music Expans



MILFORD JR/SR HIGH SCHOOL BUILDING

Master Plan Phasing



MASTER PLAN PHASES - ALTERNATE

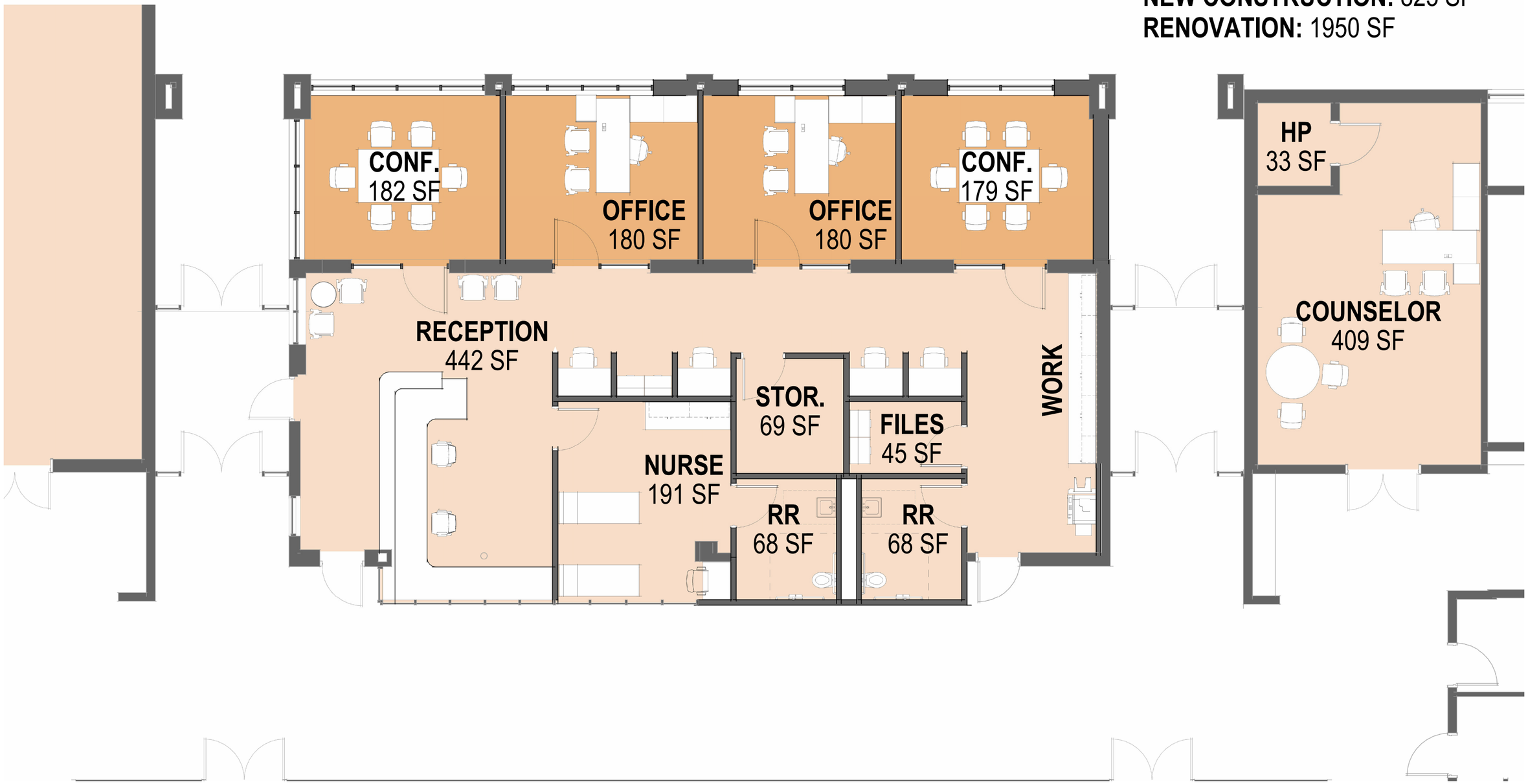
Phase 01 Phase 02 Future Phase

*Half tone colors denote renovation vs addition

MILFORD JR/SR HIGH SCHOOL BUILDING

Administration Expansion - Concept Plan Option 01

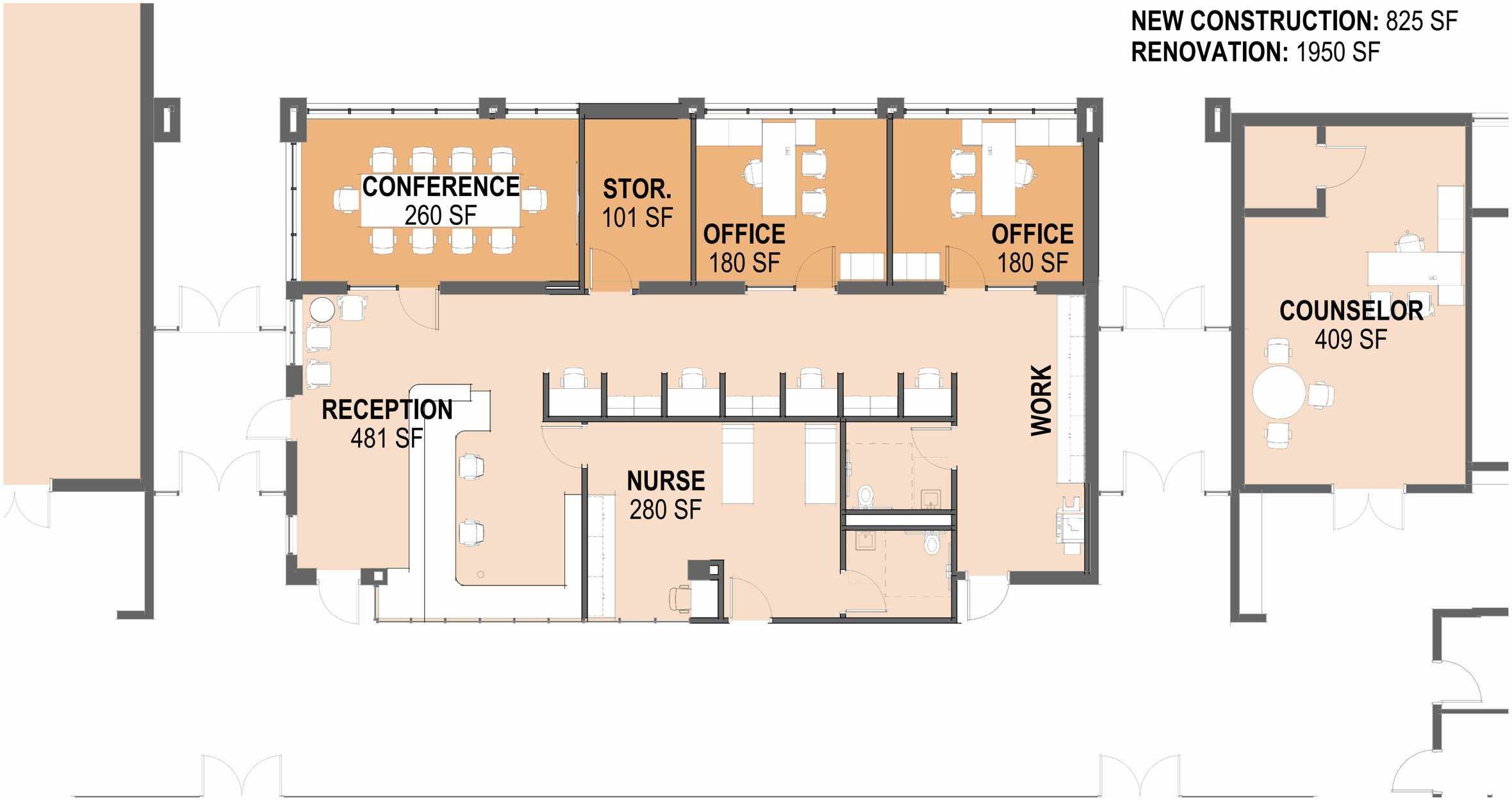
NEW CONSTRUCTION: 825 SF
RENOVATION: 1950 SF



MILFORD JR/SR HIGH SCHOOL BUILDING

Administration Expansion - Concept Plan Option 02

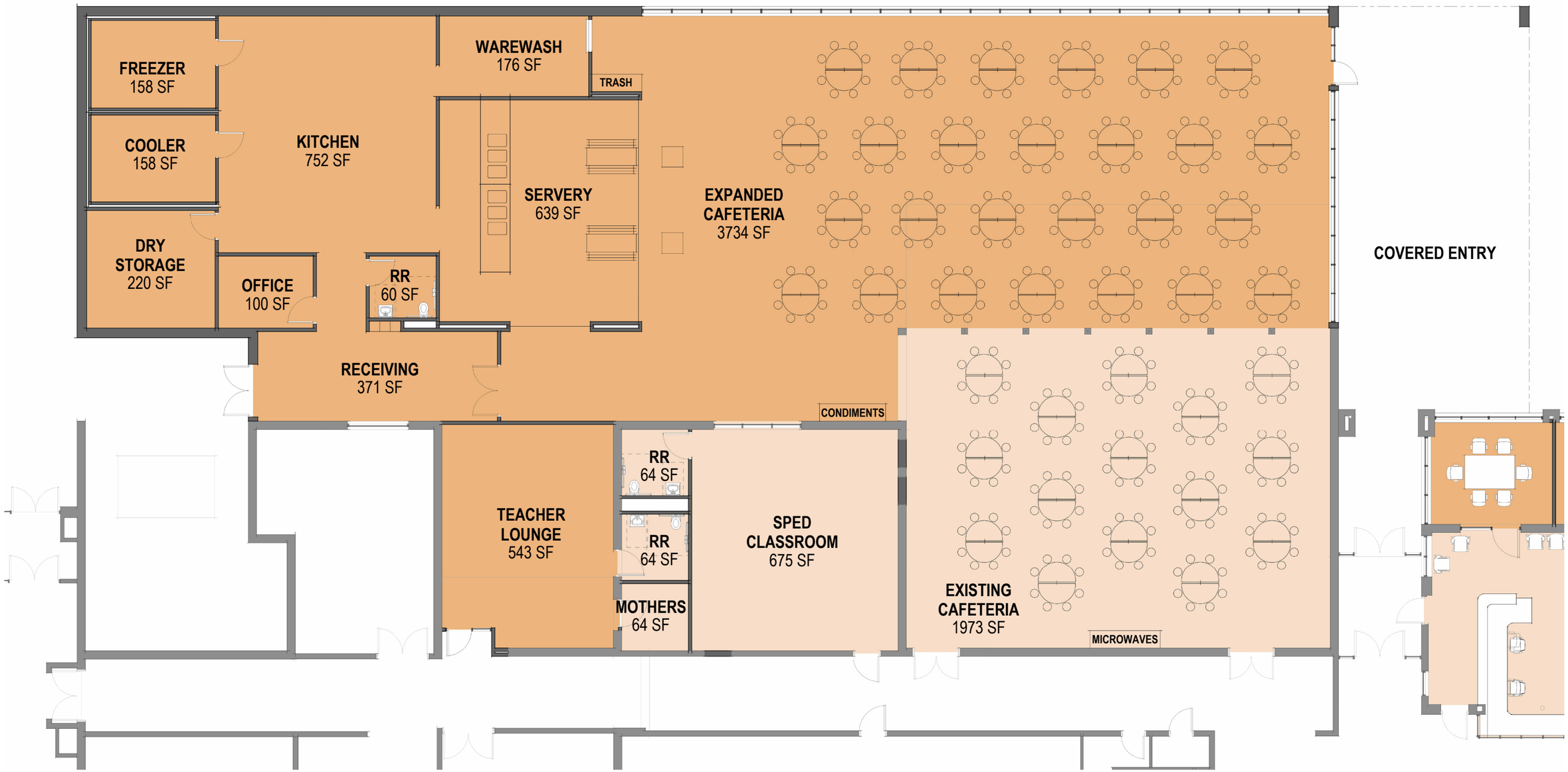
NEW CONSTRUCTION: 825 SF
RENOVATION: 1950 SF



MILFORD JR/SR HIGH SCHOOL BUILDING

Kitchen / Cafeteria Expansion - Concept Plan

NEW CONSTRUCTION: 7375 SF
RENOVATION: 2861 SF
COVERED ENTRY: 1200 SF

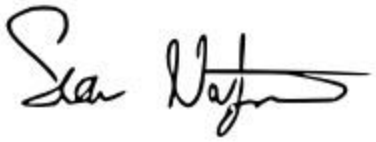


Board of Education
Milford Public Schools
1200 West 1st Street

Dear President Welsch,

The Milford Education Association requests to be recognized to represent all certified educational employees with Milford Public Schools for the purposes of negotiating an agreement for the 2027-28 and 2028-29 school years. I look forward to future meetings to discuss an agreement.

Sincerely,



Sean Nutzman
MEA President,
MEA Chief Negotiator

Milford Public Schools

2027-28 Anticipated Out of State Trips and Over Night Stays

*Policy 6027 - Field Trips: Out-of-state and overnight trips require preapproval by the board.

Date	# of Students	# of Sponsors	Trip Purpose	Location	Transportation
September 25, 2027	25	5	Sanford Sports Volleyball Academy	Sioux Falls, SD	Bus