

**BETHANY BOARD OF EDUCATION
Regular Meeting**

AGENDA

Wednesday, April 6, 2022

6:30 p.m.

Bethany Community School Learning Commons

MISSION STATEMENT

We inspire and empower children to thrive in the world of tomorrow.

1. Call to Order

- a. Pledge of Allegiance

2. PTO Report

3. Public Comment (Policy 1120 & Bylaw 9325)

The Board of Education welcomes public comment. Individuals or groups may address the Board concerning any subject which is within the Board's jurisdiction. Three minutes will be allotted to each speaker and a maximum of fifteen minutes to each subject matter. The speaker is requested to state their name and address.

4. Approval of Minutes (Bylaw 9326)

- a. March 9, 2022 Regular Meeting Action Item

5. Committee Reports (Bylaw 9132)

a. Finance

- i. Report of expenditures and adjustments to the 2021-2022 Operating Budget through March 31, 2022..... Action Item

b. Curriculum

c. Facilities

d. Ad Hoc Facilities

e. Policy

f. Transportation

g. ACES

6. Unfinished Business (Bylaw 9300)

- a. COVID Metrics Discussion

7. New Business (Bylaw 9300)

- a. Healthy Food Option..... Action Item
- b. Food and Beverage Exemptions Action Item
- c. School Calendar Action Item
- d. The Policy Committee met on March 8, 2022 and is recommending the following policies for first reading:
 - i. Revisions Action Item
 - 1. Policy 1331 – Smoking on School Grounds
 - 2. Policy 4118.231/4218.231 – Alcohol, Tobacco and Drug Free Workplace
 - 3. Policy 5114 – Student Discipline
 - 4. Policy 5131.111 – Video Surveillance
 - 5. Policy 5131.7 – Weapons and Dangerous Instruments
 - 6. Policy 6144 – Controversial Issues
 - 7. Policy 6151 – Class Size
 - 8. Policy 6164.11 – Alcohol, Tobacco and Other Drugs
 - 9. Policy 6173 – Homebound Instruction
 - 10. Policy 7211 – Architect Selection
 - 11. Bylaw 9000 – Role of Board and Members
 - ii. Deletions..... Action Item
 - 1. Policy 4118.237 – Face Coverings in School
 - 2. Policy 5132.1 – Face Coverings in School
 - 3. Policy 6172.61 – Remote Learning

8. Administrative Reports (Policy 2500)

- a. Superintendent
- b. Director of Special Services, Curriculum, and Instruction
- c. Principal

9. Chairman Report (Bylaw 9121)

10. Correspondence (Bylaw 9300)

11. Public Comment (Policy 1120 & Bylaw 9325)

The Board of Education welcomes public comment. Individuals or groups may address the Board concerning any subject which is within the Board's jurisdiction. Three minutes will be allotted to each speaker and a maximum of fifteen minutes to each subject matter. The speaker is requested to state their name and address.

12. Executive Session

- a. Personnel Matter – Director of Special Services, Curriculum and Instruction

13. Regular Meeting Reconvenes

- a. Appointment of Director of Special Services, Curriculum and Instruction
.....Action Item

14. Meeting Adjourned

Memorandum



To: Board of Education Members

From: Colleen Murray, Superintendent *mm*

Date: April 6, 2022

Re: Meeting Minutes

It is recommended under APPROVAL OF MINUTES:

Recommended Motion:

- a. Move the Bethany Board of Education accept the March 9, 2022 Regular Meeting Minutes as presented.

BETHANY BOARD OF EDUCATION
Regular Meeting Minutes
Via Zoom Webinar
March 9, 2022

Present

Angelo Amato
John Paul Garcia
Angel Irigoyen
Amy Lestinsky, Vice Chair
EJ Maher

Christopher Pittenger, Chair arrived at 6:33 pm
Lynette White, Secretary arrived at 6:33 pm
Namita Wijesekera

Administration

Colleen Murray
Kai Byrd
Tom Reed-Swale

Absent

Shawn Uscilla

Call to Order

Mrs. Lestinsky called the meeting to order at 6:32 p.m.

Presentation

The Steering Committee members gave a presentation on mid-year school improvement data.

PTO Report

Mrs. Crisanti reported on recent and upcoming PTO events.

Public Comment

None.

Minutes

Motion by Lestinsky, seconded by Garcia to accept the February 9, 2022 Regular Meeting Minutes as presented. *The motion carries 7 yes, 1 absent (Uscilla).*

Motion by Lestinsky, seconded by Wijesekera to accept the February 23, 2022 Special Meeting Minutes as presented. *The motion carries 7 yes, 1 absent (Uscilla).*

Committee Reports

Finance:

Motion by Pittenger, seconded by Lestinsky to accept the report of expenditures and adjustments to the 2021-2022 Operating Budget through February 28, 2022 as presented. *The motion carries 7 yes, 1 absent (Uscilla).*

Curriculum:

The committee did not meet in March.

Facilities:

The committee is scheduled to meet on March 22, 2022.

Ad Hoc Facilities:

The committee is scheduled to meet in April.

Policy:

The committee met last night and will bring policies to the Board in April.

Transportation:

The committee has not met recently.

ACES:

Mr. Maher provided an update on the happenings at ACES.

Unfinished Business

Mrs. Murray provided an update on the steps she has taken in developing COVID metrics as directed by the Board. She provided the data and points that are being focused on. Mrs. Murray will continue to provide ongoing information.

New Business

The Board conducted a mid-year review of their goals. The Board has requested that Mrs. Murray schedule a Board Retreat as soon as practicable.

Motion by Garcia, seconded by Amato to grant a Child Care Leave of Absence to Katherine Beeman, following her maternity leave to the end of the 2021-2022 school year. *The motion carries 7 yes, 1 absent (Uscilla).*

Superintendent Report

In recognition of BOE Appreciation Month and on behalf of the staff and students at BCS, Mrs. Murray expressed gratitude and appreciation to the Bethany Board for their dedication and service. In honor of the Board, a book, *The Thank You Letter*, by Jane Cabrera, has been donated in their honor to the BCS Learning Commons collection.

Mrs. Murray reported that on February 28, 2022, PK-6 enrollment was 406 students.

Mrs. Murray is projecting 55 Kindergartners for next year. At this time, 37 students have pre-registered.

Mrs. Murray provided an update on recent resignations, the hiring process, and leaves of absence.

Mrs. Murray stated that a Request for Proposal has been submitted for the Food Service contract.

Mrs. Murray provided a COVID update including transitioning to optional mask use, New Haven County data, BCS vaccination rates, and positive cases. Weekly testing continues for students and she is working on adding staff members. Vaccination clinics have been scheduled for March and April.

Director Report

Mrs. Byrd reported on Curriculum and Special Services. Her report is on file in the BOE Packet.

Principal Report

Mr. Reed-Swale reported on BCS's recent and upcoming events. His report is on file in the BOE Packet.

Chairman Report

Dr. Pittenger stated that a Spring Open Forum has been scheduled for Tuesday, March 29, 2022 and will be held via Zoom.

Communications

None.

Public Comment

Shannon Gluse, 337 Wooding Hill Road. Concerned about the BCS COVID Metrics requiring masking of students.

Amber Durkin, 58 Perkins Road. Concerned about the BCS COVID Metrics requiring masking of students.

Executive Session

Motion by Pittenger, seconded by Lestinsky that the Board of Education enters into Executive Session to discuss the Superintendent's 2021-2022 mid-year goals and a Staff Leave of Absence and that Colleen Murray is invited to attend. *The motion carries 7 yes, 1 absent (Uscilla).*

Attendance

Present

Angelo Amato
John Paul Garcia
Amy Lestinsky, Vice Chair
EJ Maher
Christopher Pittenger, Chair
Lynette White, Secretary
Namita Wijesekera

Administration

Colleen Murray

Absent

Angel Irigoyen
Shawn Uscilla

Reconvene

Moved from Executive Session and the regular meeting reconvened at 8:53 p.m.

Business

Motion by Pittenger, seconded by Amato to grant a leave of absence to Eileen Babbitz in accordance with the Paraprofessional contract. *The motion carries 6 yes, 2 absent (Irigoyen, Uscilla).*

Adjournment

The meeting adjourned at 8:54 p.m.

Susan L. Carpenter
Recording Secretary

Memorandum



To: Board of Education Members
From: Colleen Murray, Superintendent *cm*
Date: April 6, 2022
Re: Finance Committee Report of Expenditures and Adjustments

It is recommended that under COMMITTEE REPORTS, (a) Finance:

Recommended Motion:

- i. Move that the Board of Education accept the report of expenditures and adjustments to the 2021-2022 Operating Budget through March 31, 2022.

Bethany Board of Education
Operating Budget 2021-2022 Summary - as of March 2022

	Adopted Budget	Revised Budget	YTD July-June	Forecast	Var\$ Feb	Var% Feb	Var\$ Feb	Var% Feb
General Education								
Salaries								
Certified	\$2,130,753	\$2,093,890	\$1,128,588	\$1,916,868	\$ 180,890	8.64%	\$ 177,022	8.45%
Curriculum (Supplemental)	\$29,700	\$26,500	\$26,709	\$26,709	\$ (209)	-0.79%	\$ (209)	-0.79%
Non-Certified	\$328,222	\$246,756	\$168,700	\$250,727	\$ (17,203)	-6.97%	\$ (3,970)	-1.61%
Nurse	\$49,852	\$51,552	\$26,438	\$48,637	\$ 2,915	5.65%	\$ 2,915	5.65%
Total Salaries	\$2,538,527	\$2,418,699	\$1,350,434	\$2,242,940	\$ 166,394	6.88%	\$ 175,758	7.27%
Benefits	\$608,150	\$545,865	\$393,894	\$515,865	\$ 30,000	5.50%	\$ 30,000	5.50%
Services								
BCS	\$4,800	\$79,944	\$36,630	\$69,944	\$ 10,000	12.51%	\$ 10,000	12.51%
Curriculum	\$51,006	\$54,206	\$43,754	\$54,206	\$ -	0.00%	\$ -	0.00%
IT	\$45,750	\$45,750	\$32,191	\$45,750	\$ -	0.00%	\$ -	0.00%
Total Services	\$101,556	\$179,900	\$112,575	\$169,900	\$ 10,000	5.56%	\$ 10,000	5.56%
Supplies								
BCS	\$52,419	\$52,419	\$37,817	\$52,419	\$ -	0.00%	\$ -	0.00%
Curriculum	\$7,889	\$7,889	\$779	\$7,889	\$ -	0.00%	\$ -	0.00%
IT	\$15,400	\$100,920	\$85,870	\$100,920	\$ -	0.00%	\$ -	0.00%
Total Supplies	\$75,708	\$161,228	\$124,465	\$161,228	\$ -	0.00%	\$ -	0.00%
Other								
BCS	\$1,300	\$1,300	\$630	\$1,300	\$ -	0.00%	\$ -	0.00%
Curriculum	\$1,825	\$1,825	\$0	\$1,825	\$ -	0.00%	\$ -	0.00%
IT	\$41,500	\$41,500	\$27,996	\$41,500	\$ -	0.00%	\$ -	0.00%
Total Other	\$44,625	\$44,625	\$28,626	\$44,625	\$ -	0.00%	\$ -	0.00%
Subtotal	\$3,368,566	\$3,350,317	\$2,009,994	\$3,134,558	\$ 206,394	6.16%	\$ 215,758	6.44%
Special Education								
Salaries	\$1,216,466	\$1,218,819	\$803,920	\$1,263,750	\$ (61,254)	-5.03%	\$ (44,931)	-3.69%
Benefits	\$342,816	\$307,609	\$247,511	\$307,609	\$ -	0.00%	\$ -	0.00%
Services	\$405,901	\$406,591	\$256,335	\$406,591	\$ -	0.00%	\$ -	0.00%
Supplies	\$17,982	\$17,982	\$11,641	\$17,982	\$ -	0.00%	\$ -	0.00%
Other	\$1,110	\$1,110	\$1,550	\$1,978	\$ -	0.00%	\$ (868)	-78.20%
Subtotal	\$1,984,275	\$1,952,111	\$1,320,956	\$1,997,910	\$ (61,254)	-3.14%	\$ (45,799)	-2.35%
Operations and Overhead								
Salaries	\$897,553	\$1,008,951	\$688,890	\$982,285	\$ 3,252	0.32%	\$ 26,666	2.64%
Benefits	\$245,787	\$258,322	\$155,823	\$214,117	\$ 44,205	17.11%	\$ 44,205	17.11%
Services	\$224,845	\$139,325	\$84,652	\$139,325	\$ -	0.00%	\$ -	0.00%
Supplies	\$39,500	\$42,500	\$28,863	\$42,500	\$ -	0.00%	\$ -	0.00%
Utilities (Electricity)	\$80,000	\$100,000	\$67,142	\$100,000	\$ -	0.00%	\$ -	0.00%
Facilities and Maintenance	\$116,100	\$91,100	\$50,165	\$91,100	\$ -	0.00%	\$ -	0.00%
Student Transportation	\$269,185	\$269,185	\$188,430	\$ 269,185.00	\$ -	0.00%	\$ -	0.00%
Other	\$15,675	\$29,675	\$47,865	\$ 55,000.00	\$ (22,825)	-76.92%	\$ (25,325)	-85.34%
Subtotal	\$1,888,645	\$1,939,058	\$1,311,829	\$1,893,512.16	\$ 24,632	1.27%	\$ 45,546	2.35%
COVID								
BCS-COVID	\$0	\$0	\$2,633	\$2,633	\$ (2,633)		\$ (2,633)	
Curriculum COVID	\$0	\$0	\$0	\$0	\$ -		\$ -	
IT-COVID	\$0	\$0	\$0	\$0	\$ -		\$ -	
SpEd COVID	\$0	\$0	\$0	\$0	\$ -		\$ -	
BOE-COVID	\$0	\$0	\$60	\$60	\$ (60)		\$ (60)	
Sub Total	\$0	\$0	\$2,693	\$2,693	\$ (2,693)		\$ (2,693)	
Total	\$7,241,486	\$7,241,486	\$4,645,470	\$7,028,673	\$ 167,079	2.31%	\$ 212,812	2.94%

**Decision-Making Metric re: Convening a Meeting of the
Bethany Board of Education to Discuss Potential Reinstatement of
COVID-19 Policies, Protocols, and Practices
Colleen M. Murray, Superintendent
April 6, 2022**

On February 25, 2022, the Centers for Disease Control and Prevention (CDC) issued [“Science Brief: Indicators for Monitoring COVID-19 Community Levels and Making Public Health Recommendations.”](#)

At this point in time, on a weekly basis, the CDC classifies each county as having a “Low,” “Medium,” or “High” COVID-19 Community Level, the classification represents a synthesis of three indicators:

COVID-19 Community Level Indicators

CDC recommends the use of three indicators to measure COVID-19 Community Levels: (1) new COVID-19 hospital admissions per 100,000 population in the last 7 days; (2) percent of staffed inpatient beds occupied by patients with confirmed COVID-19 (7-day average); and (3) new COVID-19 cases per 100,000 population in the last 7 days (see Table).

New COVID-19 Cases Per 100,000 people in the past 7 days	Indicators	Low	Medium	High
Fewer than 200	New COVID-19 admissions per 100,000 population (7-day total)	<10.0	10.0-19.9	≥20.0
	Percent of staffed inpatient beds occupied by COVID-19 patients (7-day average)	<10.0%	10.0-14.9%	≥15.0%
200 or more	New COVID-19 admissions per 100,000 population (7-day total)	NA	<10.0	≥10.0
	Percent of staffed inpatient beds occupied by COVID-19 patients (7-day average)	NA	<10.0%	≥10%

Source: [CDC COVID-19 Community Levels](#) Updated March 4, 2022

¹ Number of new cases in the county in the past 7 days divided by the population in the county (or other administrative level) multiplied by 100,000.

² Total number of new admissions of patients with confirmed COVID-19 in the past 7 days divided by the total population in the Health Service Area, multiplied by 100,000.

³ Percent of staffed inpatient beds that are occupied by patients with confirmed COVID-19 within the entire Health Service Area (7-day average).

Should the New Haven County COVID-19 Community Level rise to the “High” level, and/or there exists clear evidence of significant classroom transmission at Bethany Community School (BCS), the Superintendent of the Bethany Public School District would consult with the Quinnipiac Valley Health District and request that the Bethany Board of Education convene a Special Meeting to review more specific data relevant to the Town of Bethany as well as BCS to inform decision making including the use of prior, current, and potential mitigation strategies such as but not limited to masking. As at any meeting of the Board, potential action could ensue.

Memorandum



To: Bethany Board of Education

From: Colleen Murray *CM*

Date: April 6, 2022

Re: Healthy Food Option

It is recommended under NEW BUSINESS:

Pursuant to Connecticut General Statutes Section 10-215f, the Bethany Board of Education certifies that all food items offered for sale to students in Bethany Community School and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards, during the period July 1, 2022 through June 30, 2023. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, the school cafeteria, and any fundraising activities on school premises sponsored by the school or by non-school organizations and groups.

- a. Move the Board of Education approve the Connecticut State Department of Education's Healthy Food Option detailed above for the period July 1, 2022 through June 30, 2023.

Memorandum



To: Bethany Board of Education
From: Colleen Murray *CM*
Date: April 6, 2022
Re: Exemption for Food and Beverage Items

It is recommended under NEW BUSINESS:

The Bethany Board of Education will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards and beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food and beverage items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, volleyball games and school plays are events but volleyball practices and play rehearsals are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held and must be the same place as the food and beverage sales.

Recommended Motion:

- b. Move the Board of Education approve the Connecticut State Department of Education's Exemption for Food and Beverage Items detailed above for the period July 1, 2022 through June 30, 2023.

Memorandum



To: Board of Education Members

From: Colleen Murray, Superintendent

Date: April 6, 2022

Re: New Business

It is recommended that under New Business:

Recommended Motion:

- c. Move the Bethany Board of Education shorten the student school year from 182 to 180 days allowing the last day of school for students to be Wednesday, June 15, 2022.

Memorandum



To: Board of Education Members

From: Colleen Murray, Superintendent *cm*

Date: April 6, 2022

Re: New Business

It is recommended that under NEW BUSINESS:

Recommended Motions:

- d.(i)1.-11. Move the Board of Education accept the policies for revision for first reading Action Item
- d.(ii)1.-3. Move the Board of Education accept the policies for deletion for first reading Action Item

Smoking on School Grounds

In accordance with law and to promote the health and safety of all students and staff, the Bethany Public School District (District) prohibits all employees, students and patrons from smoking or using tobacco or tobacco products in all school facilities, buildings, and all school property, both inside and outside and buses or other District transportation at all times, including athletic events and meetings. This prohibition extends to all facilities the District owns/operates, contracts for or leases to provide educational services, routine health care, daycare or early childhood development services to children, as well as facilities in which services are not provided to children.

A sign shall be posted on school premises indicating that smoking, including the use of e-cigarettes, is prohibited by state law.

Tobacco includes but is not limited to, cigarettes, cigars, snuff, smoking tobacco, smokeless tobacco, electronic nicotine delivery devices or systems (e-cigarettes), vapor products, chemicals or devices that produce the same flavor or physical effect of nicotine substances; and any other tobacco or nicotine innovations.

Legal Reference: Connecticut General Statutes § 10-233a(h)
 Connecticut General Statutes § 19a-342, as amended
 Connecticut General Statutes § 21a-242
 Connecticut General Statutes § 53-344b
 Public Act 14-76
 Public Act 15-206
 Public Law 107-110
 20 U.S.C. 7181-7184 The Pro-Children Act of 2001

Policy adopted: November 18, 2015
Policy revised: November 9, 2016
Policy revised: January 8, 2020

Mandated**Smoking on School Grounds**

~~In accordance with law and to promote the health and safety of all students and staff, the Bethany Public School District (District) prohibits all employees, students and patrons from smoking or using tobacco or tobacco products in all school facilities, buildings, and all school property, both inside and outside and buses or other District transportation at all times, including athletic events and meetings. This prohibition extends to all facilities the District owns/operates, contracts for or leases to provide educational services, routine health care, daycare, or early childhood development services to children, as well as facilities in which services are not provided to children.~~

~~A sign shall be posted on school premises indicating that smoking, including the use of e-cigarettes, is prohibited by state law.~~

~~Tobacco includes but is not limited to, cigarettes, cigars, snuff, smoking tobacco, smokeless tobacco, electronic nicotine delivery devices or systems (e-cigarettes), vapor products, chemicals or devices that produce the same flavor or physical effect of nicotine substances; and any other tobacco or nicotine innovations.~~

The Bethany Board of Education (Board) prohibits smoking, including smoking using an electronic nicotine delivery system (e.g., e-cigarettes), electronic cannabis delivery system, or vapor product, within the Bethany Public School District (District), including in any area of a District building, including but not limited to any indoor facility owned or leased or contracted for, and utilized by the Board for the provision of routine or regular preschool, kindergarten, elementary or other services to children, or on the grounds of such District, or at any District-sponsored activity.

The following definitions shall apply to this policy:

"Any area" shall mean the interior of a District building and the outside area within twenty-five (25) feet of any doorway, window, or air intake vent of a District building.

"Cannabis" shall mean marijuana, as defined in Connecticut General Statutes Section 21a-240.

"Electronic cannabis delivery system" shall mean an electronic device that may be used to simulate smoking in the delivery of cannabis to a person inhaling the device and includes, but is not limited to, a vaporizer, electronic pipe, electronic hookah, and any related device and any cartridge or other component of such device.

"Electronic nicotine delivery system" shall mean an electronic device used in the delivery of nicotine to a person inhaling from the device and includes, but is not limited to, an electronic cigarette, electronic cigar, electronic cigarillo, electronic pipe or electronic hookah, and any related device and any cartridge or other component of such device, including, but not limited to, electronic cigarette liquid or synthetic nicotine.

"District-sponsored activity" shall mean any activity sponsored, recognized, or authorized by the Board and includes activities conducted on or off District property.

"Smoke" or "smoking" shall mean the burning of a lighted cigar, cigarette, pipe, or any other similar device, whether containing, wholly or in part, tobacco, cannabis, or hemp.

"Vapor product" shall mean any product that employs a heating element, power source, electronic circuit, or other electronic, chemical or mechanical means, regardless of shape or size, to produce a vapor that may or may not include nicotine or cannabis and is inhaled by the user of such product.

Legal Reference:

Connecticut General Statutes § 10-233a(h)

Connecticut General Statutes § 19a-342, ~~as amended~~

Connecticut General Statutes § 19a-342a

Connecticut General Statutes § 21a-~~242~~ 415

Connecticut General Statutes § 53-344b

Public Act ~~14-76~~ 21-1

~~Public Act 15-206~~

Pro-Children Act of 2001, Public Law 107-110, 115 Statute 1174, 20 U.S.C. § 7183

~~20 U.S.C. 7181-7184 The Pro-Children Act of 2001~~

Policy adopted: November 18, 2015

Policy revised: November 9, 2016

Policy revised: January 8, 2020

Policy revised:

Source: Shipman

Alcohol, Tobacco and Drug Free Workplace

Purpose

The Bethany Board of Education (Board) is concerned with maintaining a safe and healthy workplace and learning environment for all staff and students. Medical research indicates that the use of alcohol, drugs, and tobacco are hazardous to one's health. In addition to the health hazard to the individual, all Board employees are entrusted with the responsibility of imparting knowledge and serving as role models to students.

The Board directs the Superintendent to promulgate administrative regulations in furtherance of this policy.

Legal References: Connecticut General Statutes § 19a-342a
 Connecticut General Statutes § 19-443(6)
 Drug-Free Workplace Act, 102 Statutes 4305-4308
 Drug-Free Schools and Community Act, Public Law 99-570, as amended
 21 U.S.C. 812, Controlled Substances Act, I through V, 202
 21 C.F.R. 1300.11 through 1300.15 Regulation
 54 Federal Register 4946 (1989)
 Pro-Children Act of 2001, 20 U.S.C. § 7973, as amended by the Every Student
 Succeeds Act, Public Law 114-95, § 4001

Policy adopted: September 9, 1991
Policy revised: March 12, 2014
Policy revised: April 8, 2015
Policy revised: March 9, 2016
Policy revised: November 9, 2016
Policy revised: January 8, 2020

PERSONNEL – CERTIFIED/NON-CERTIFIED

Mandated

4118.231(a)

4218.231(a)

Alcohol, Tobacco and Drug Free Workplace

Purpose

The Bethany Board of Education (Board) is concerned with and the importance of maintaining a safe and healthy ~~workplace~~ working and learning environment for all staff and students. ~~Medical research indicates that the use of alcohol, drugs, and tobacco are hazardous to one's health. In addition to the health hazard to the individual, all Board employees are entrusted with the responsibility of imparting knowledge and serving as role models to students.~~

The Board directs the Superintendent to promulgate administrative regulations in furtherance of this policy.

All employees must abide by the terms of this policy and administrative regulation as a condition of employment. This policy and administrative regulation is adopted in accordance with state law and the Drug Free Workplace Act.

Legal References: Connecticut General Statutes § 19a-342a
 Connecticut General Statutes § 19-443(6)
 Drug-Free Workplace Act, 102 Statutes 4305-4308
 Drug-Free Schools and Community Act, Public Law 99-570, as amended
 21 U.S.C. 812, Controlled Substances Act, I through V, 202
 21 C.F.R. 1300.11 through 1300.15 Regulation
 54 Federal Register 4946 (1989)
 Pro-Children Act of 2001, 20 U.S.C. § 7973, as amended by the Every Student Succeeds Act, Public Law 114-95, § 4001

Policy adopted: September 9, 1991
Policy revised: March 12, 2014
Policy revised: April 8, 2015
Policy revised: March 9, 2016
Policy revised: November 9, 2016
Policy revised: January 8, 2020
Policy revised:

Source: CABE

Student Discipline

Teachers and students deserve school environments that are safe, supportive, and conducive to teaching and learning. Creating a supportive school climate requires close attention to the social, emotional, and behavioral needs of all students.

Students are expected to conduct themselves in a manner that reflects positively on themselves, their parent/guardian and the Bethany Public School District. It is expected that respect and cooperation will be the basis of interactions with faculty and fellow students.

The Bethany Board of Education directs the Superintendent to propagate Administrative Regulations regarding disciplinary actions for students that do not conduct themselves in an appropriate manner.

Legal References:

- Connecticut General Statutes §§ 4-176e through 4-180a and § 4-181a
- Connecticut General Statutes § 10-222d
- Connecticut General Statutes §§ 10-233a through 10-233f
- Connecticut General Statutes § 10-233l
- Connecticut General Statutes § 19a-342a
- Connecticut General Statutes §§ 21a-408a through 21a-408p
- Connecticut General Statutes § 29-38
- Connecticut General Statutes § 53a-3
- Connecticut General Statutes § 53-344b
- Connecticut General Statutes § 53a-206
- Public Act 16-147
- Public Act 18-31
- Packer v. Board of Education of the Town of Thomaston, 246 Conn. 89 (1998)
- State v. Hardy, 896 A.2d 755, 278 Conn. 113 (2006)
- State v. Guzman, 955 A.2d 72 2008 Conn. App. LEXIS 445 (Sept. 16, 2008)
- Connecticut State Department of Education, *Standards for Educational Opportunities for Students Who Have Been Expelled*, adopted January 3, 2018.
- Individuals with Disabilities Education Act, 20 U.S.C. § 1400 et seq., as amended by the Individuals with Disabilities Education Improvement Act of 2004, Pub. L. 108-446
- Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794(a)
- 18 U.S.C. § 921
- 18 U.S.C. § 930(g)(2)
- 18 U.S.C. § 1365(h)(3)
- 21 U.S.C. § 812(c)

STUDENTS

5114(b)

34 C.F.R. § 300.530

Gun-Free Schools Act, 20 U.S.C. § 7961

Honig v. Doe, 484 U.S. 305 (1998)

Policy adopted:	September 9, 1991
Policy revised:	October 3, 1994
Policy revised:	November 6, 1995
Policy revised:	September 9, 1998
Policy revised:	June 11, 2008
Policy revised:	May 13, 2015
Policy revised:	March 9, 2016
Policy revised:	November 9, 2016
Policy revised:	December 13, 2017
Policy revised:	December 12, 2018

Mandated**Student Discipline**

Teachers and students deserve school environments that are safe, supportive, and conducive to teaching and learning. Creating a supportive school climate requires close attention to the social, emotional, and behavioral needs of all students.

It is the goal of the Bethany Board of Education (Board) to ensure the safety and welfare of all students in attendance and to maintain an atmosphere conducive to learning. In keeping with this goal, students are expected to comply with school rules and regulations, as well as Board policies and administrative regulations. Students may be disciplined for conduct on school grounds or at any school-sponsored activity that endangers persons or property, is seriously disruptive of the educational process, or that violates a Board policy or administrative regulation. Students may be disciplined for conduct off school grounds if such conduct is seriously disruptive of the educational process and violates a Board policy or administrative regulation.

Students are expected to conduct themselves in a manner that reflects positively on themselves, their ~~parent/guardian~~ families, and the Bethany Public School District. It is expected that respect and cooperation will be the basis of interactions with ~~faculty~~ staff and fellow students.

The ~~Bethany Board of Education~~ directs the Superintendent to ~~propagate~~ promulgate ~~Administrative Regulations~~ administrative regulations regarding disciplinary actions for students that do not conduct themselves in an appropriate manner.

Legal References:

~~Connecticut General Statutes §§ 4-176e through 4-180a and § 4-181a~~

~~Connecticut General Statutes § 10-222d~~

~~Connecticut General Statutes §§ 10-233a through 10-233f~~d

~~Connecticut General Statutes § 10-233l~~

~~Connecticut General Statutes § 19a-342a~~

~~Connecticut General Statutes §§ 21a-408a through 21a-408p~~

~~Connecticut General Statutes § 29-38~~

~~Connecticut General Statutes § 53a-3~~

~~Connecticut General Statutes § 53-344b~~

~~Connecticut General Statutes § 53a-206~~

~~Public Act 16-147~~

~~Public Act 18-31~~

~~Packer v. Board of Education of the Town of Thomaston, 246 Conn. 89 (1998)~~

~~State v. Hardy, 896 A.2d 755, 278 Conn. 113 (2006)~~

~~State v. Guzman, 955 A.2d 72 2008 Conn. App. LEXIS 445 (Sept. 16, 2008)~~

~~Connecticut State Department of Education, Standards for Educational Opportunities for Students Who Have Been Expelled, adopted January 3, 2018.~~

Individuals with Disabilities Education Act, 20 U.S.C. § 1400 et seq., as amended by the Individuals with Disabilities Education Improvement Act of 2004, Pub. L.

108-446

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794(a)

~~18 U.S.C. § 921~~

~~18 U.S.C. § 930(g)(2)~~

~~18 U.S.C. § 1365(h)(3)~~

~~21 U.S.C. § 812(c)~~

~~34 C.F.R. § 300.530~~

~~Gun-Free Schools Act, 20 U.S.C. § 7961~~

~~Honig v. Doe, 484 U.S. 305 (1998)~~

Policy adopted:	September 9, 1991
Policy revised:	October 3, 1994
Policy revised:	November 6, 1995
Policy revised:	September 9, 1998
Policy revised:	June 11, 2008
Policy revised:	May 13, 2015
Policy revised:	March 9, 2016
Policy revised:	November 9, 2016
Policy revised:	December 13, 2017
Policy revised:	December 12, 2018
<u>Policy revised:</u>	

Source: Shipman

Video Surveillance

The Board of Education authorizes the use of video cameras on District property to ensure the health, welfare, security, and safety of all staff, students and visitors to District property, and to safeguard District facilities and equipment. Video cameras may be used in locations as deemed appropriate by the Superintendent in consultation with school administration and relevant staff.

Cameras shall not be placed in areas where students, staff and community members have a reasonable expectation of privacy such as restrooms, locker rooms, and lounges.

The use of video recordings from surveillance equipment shall be subject to the other policies of the District including policies concerning the confidentiality of student and personnel records.

The Superintendent or his/her designee shall notify staff and students through student handbooks, District website or by other means that video surveillance may occur on District property and student transportation.

Legal References: Connecticut General Statutes § 31-48b
 Connecticut General Statutes § 31-48d
 Federal Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §§ 1232g
 et seq. (as amended)

Policy adopted: May 13, 2015
Policy reviewed: January 8, 2019

Video Surveillance

The Bethany Board of Education ~~authorizes the use of video cameras on District property to ensure the health, welfare, recognizes the Bethany Public School District's (District) responsibility to maintain order, discipline, safety, and security, and safety of all staff, students, and visitors to on District property, and to safeguard District facilities and equipment. Video cameras may be used in locations as deemed appropriate by the Superintendent in consultation with school administration and relevant staff.~~ The Board recognizes the value of electronic surveillance systems in monitoring activity on District property in furtherance of protecting the health, welfare, and safety of its students and staff. The students and staff of the District recognize that their security and safety depends upon the capacity of the District to maintain discipline, control building access and that a certain amount of restraint upon the activities of students and building visitors is assumed and expected.

Cameras shall not be placed in areas where students, staff, and community members have a reasonable expectation of privacy such as restrooms, locker rooms, and lounges.

The use of video recordings from surveillance equipment shall be subject to the other policies of the District including policies concerning the confidentiality of student and personnel records.

The Superintendent or ~~his/her~~ designee shall notify staff and students through student handbooks, District website, or by other means that video surveillance may occur on District property and student transportation.

Legal References: Connecticut General Statutes § ~~31-48b~~ 10-221
 ~~Connecticut General Statutes § 31-48d~~
 Federal Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §§ 1232g
 et seq. (as amended)

Policy adopted: May 13, 2015
Policy reviewed: January 8, 2019
Policy revised:

Source: CABE

Weapons and Dangerous Instruments

The Board of Education determines that possession, concealment, and/or use of a weapon by a student is detrimental to the welfare and safety of the students and school personnel within the District. Possession and/or use of any dangerous instrument, deadly weapon, electronic defense weapon, firearm, martial arts weapon, or destructive device in any school building on school grounds, in any school vehicle, or at any school-sponsored activity is prohibited.

Definitions

- A. **Dangerous Instrument** means any instrument, article or substance which, under the circumstances in which it is used or attempted or threatened to be used, is capable of causing death or serious physical injury, and includes a "vehicle" or a dog that has been commanded to attack.
- B. **Deadly Weapon** means any weapon, whether loaded or unloaded, from which a shot may be discharged, or a switchblade knife, gravity knife, billy, blackjack, bludgeon or metal knuckles. A weapon such as a pellet gun and/or airsoft pistol may constitute a deadly weapon if such weapon is designed for violence and is capable of inflicting death or serious bodily harm. In making such determination, the following factors should be considered: design of weapon; how weapon is typically used (e.g. hunting); type of projectile; force and velocity of discharge; method of discharge (i.e. spring v. CO₂ cartridge) and potential for serious bodily harm or death.
- C. **Electronic Defense Weapon** means a weapon which by electronic impulse or current is capable of immobilizing a person temporarily, but is not capable of inflicting death or serious physical injury, including a stun gun or other conductive energy device.
- D. **Firearm**, as defined in 18 U.S.C. § 921, means (a) any weapon that will, is designed to, or may be readily converted to expel a projectile by the action of an explosive, (b) the frame or receiver of any such weapon, (c) a firearm muffler or silencer, or (d) any destructive device. The term firearm does not include an antique firearm. As used in this definition, a "**destructive device**" includes any explosive, incendiary, or poisonous gas device, including a bomb, a grenade, a rocket having a propellant charge of more than four ounces, a missile having an explosive or incendiary charge of more than one-quarter ounce, a mine, or any other similar device; or any weapon (other than a shotgun or shotgun shell particularly suited for sporting purposes) that will, or may be readily converted to, expel a projectile by explosive or other propellant, and which has a barrel with a bore of more than ½" in diameter. The term "destructive device" also includes any combination of parts either designed or intended for use in converting any device into any destructive device or any device from which a destructive device may be readily assembled. A "destructive device" does not include an antique firearm; a rifle intended to be used by the owner solely for sporting, recreational, or cultural purposes; or any device which is neither designed nor redesigned for use as a weapon.
- E. **Martial Arts Weapon** means a nunchaku, kama, kasari-fundo, octagon sai, tonfa or Chinese star.

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- F. **Weapon** means any BB gun, any blackjack, any metal or brass knuckles, any police baton or nightstick, any dirk knife or switch knife, any knife having an automatic spring release device by which a blade is released from the handle, having a blade of over one and one-half inches in length, any stiletto, any knife the edged portion of the blade of which is four inches and over in length, any martial arts weapon or electronic defense weapon, or any other dangerous or deadly weapon or instrument, unless permitted by law under Connecticut General Statutes §29-38.

The possession or use of any weapon or device defined in this policy will require that the proceedings for the suspension and/or expulsion of the student involved will be initiated immediately by school administration. If the student is found to have possessed a firearm or other dangerous weapon as defined in Connecticut General Statutes Section 53a-3 in violation of Section 29-35 or Section 53-206, in or on the real property of the school or at any school activity as defined in Connecticut General Statutes Section 10-233a, he/she must be expelled for one (1) calendar year. The Board of Education or hearing board may modify the period of expulsion on a case by case basis. To comply with federal law, any finding of an exception shall be reduced to writing. All legal restrictions and requirements will be adhered to pertaining to special education students.

The Board shall consider a student's conduct off school grounds that is seriously disruptive of the educational process or is violative of publicized policies of the Board as grounds for expulsion.

Legal References: Connecticut General Statutes § 10-221
 Connecticut General Statutes §§ 10-233a to 10-233f as amended by PA 95-304
 Connecticut General Statutes § 53a-3
 Connecticut General Statutes § 53a-217b
 Connecticut General Statutes § 53-206
 Public Act 94-221
 Gun-Free School Zones Act of 1990, 18 U.S.C. §§ 921(a)(25)-(26), 922(q) (2006)
 GOALS 2000: Educate America Act
 18 U. S. C. 921
 20 U.S.C. § 7961, The Gun-Free School Act, 8561 of the Every Student Succeeds Act
 Youth Handgun Safety Act, 18 U.S.C. §§ 922(x), 924(a)(6) (2006)
 Safe and Drug-Free Schools and Communities Act, 20 U.S.C. §§ 7101 to 7117

Policy adopted: October 3, 1994
Policy revised: November 6, 1995
Policy revised: May 13, 2015
Policy revised: March 13, 2019

Weapons and Dangerous Instruments

The Bethany Board of Education (Board) determines that possession, concealment, and/or use of a weapon by a student is detrimental to the welfare and safety of the students and school ~~personnel~~ staff within the Bethany Public School District (District). Possession and/or use of any dangerous instrument, deadly weapon, electronic defense weapon, firearm, martial arts weapon, or destructive device in any ~~school~~ District building on ~~school~~ District grounds, in any ~~school~~ District vehicle, or at any ~~school~~ District-sponsored activity is prohibited.

Definitions

- A. **Dangerous Instrument** means any instrument, article, or substance which, under the circumstances in which it is used or attempted or threatened to be used, is capable of causing death or serious physical injury, and includes a "vehicle" or a dog that has been commanded to attack.
- B. **Deadly Weapon** means any weapon, whether loaded or unloaded, from which a shot may be discharged, or a switchblade knife, gravity knife, billy club, blackjack, bludgeon, or metal knuckles. A weapon such as a pellet gun and/or airsoft pistol may constitute a deadly weapon if such weapon is designed for violence and is capable of inflicting death or serious bodily harm. In making such determination, the following factors should be considered: design of weapon; how weapon is typically used (e.g., hunting); type of projectile; force and velocity of discharge; method of discharge (i.e., spring v. CO₂ cartridge) and potential for serious bodily harm or death.
- C. **Electronic Defense Weapon** means a weapon which by electronic impulse or current is capable of immobilizing a person temporarily, but is not capable of inflicting death or serious physical injury, including a stun gun or other conductive energy device.
- D. **Firearm**, as defined in 18 U.S.C. § 921, means a) any weapon (including a starter gun) that will, is designed to, or may be readily converted to expel a projectile by the action of an explosive, b) the frame or receiver of any such weapon, c) a firearm muffler or silencer, or d) any destructive device. The term firearm does not include an antique firearm. As used in this definition, a "destructive device" includes any explosive, incendiary, or poisonous gas device, including a bomb, a grenade, a rocket having a propellant charge of more than four ounces, a missile having an explosive or incendiary charge of more than one-quarter ounce, a mine, or any other similar device; or any weapon (other than a shotgun or shotgun shell which the Attorney General finds is generally recognized as particularly suited for sporting purposes) that will, or may be readily converted to, expel a projectile by explosive or other propellant, and which has a barrel with a bore of more than ½" in diameter. The term "destructive device" also includes any combination of parts either designed or intended for use in converting any device into any destructive device ~~or any device~~ and from which a destructive device may be readily assembled. A "destructive device" does not include an antique firearm; a rifle intended to be used by the owner solely for sporting, recreational, or cultural purposes; or any device which is neither designed nor redesigned for use as a weapon.
- E. **Martial Arts Weapon** means a nunchaku, kama, kasari-fundo, octagon sai, tonfa, or Chinese star.

- F. **Weapon** means any BB gun, any blackjack, any metal or brass knuckles, any police baton or nightstick, any dirk knife or switch knife, any knife having an automatic spring release ~~device~~ device by which a blade is released from the handle, having a blade of over one and one-half inches (1½") in length, any stiletto, any knife the edged portion of the blade of which is four (4) inches and over in length, any martial arts weapon or electronic defense weapon, or any other dangerous or deadly weapon or instrument, unless permitted by law under Connecticut General Statutes § 29-38.

The possession or use of any weapon or device defined in this policy will require that the proceedings for the suspension and/or expulsion of the student involved will be initiated immediately by school administration. If the student is found to have possessed a firearm or other dangerous weapon as defined in Connecticut General Statutes Section 53a-3 in violation of Section 29-35 or Section 53-206, in or on the real property of the school or at any ~~school~~ District activity as defined in Connecticut General Statutes Section 10-233a, ~~he/she~~ the student must be expelled for one (1) calendar year. The Board ~~of Education~~ or hearing board may modify the period of expulsion on a case by case basis. To comply with federal law, any finding of an exception shall be reduced to writing. All legal restrictions and requirements will be adhered to pertaining to special education students.

The Board shall consider a student's conduct off school grounds that is seriously disruptive of the educational process or is violative of Board publicized policies ~~of the Board~~ or administrative regulations as grounds for expulsion.

Legal References: Connecticut General Statutes § 10-221
 Connecticut General Statutes §§ 10-233a to 10-233f as amended by ~~PA~~ Public Act 95-304
 Connecticut General Statutes § 53a-3
 Connecticut General Statutes § 53a-217b
 Connecticut General Statutes § 53-206
 Public Act 94-221
 Gun-Free School Zones Act of 1990, 18 U.S.C. §§ 921(a)(25)-(26), 922(q) (2006)
 GOALS 2000: Educate America Act
 18 U. S. C. 921
 20 U.S.C. § 7961, The Gun-Free School Act, 8561 of the Every Student Succeeds Act
 Youth Handgun Safety Act, 18 U.S.C. §§ 922(x), 924(a)(6) (2006)
 Safe and Drug-Free Schools and Communities Act, 20 U.S.C. §§ 7101 to 7117

Policy adopted: October 3, 1994
Policy revised: November 6, 1995
Policy revised: May 13, 2015
Policy revised: March 13, 2019
Policy revised:

Source: CAFE

Controversial Issues

Controversial issues are those subjects about which there are significant differences of opinion based on differing values people bring to an issue; as a basic educational competency, students should develop abilities to deal with controversial issues.

Controversy is inherent in the democratic way of life, and study and discussion of controversial issues are essential to citizenship education in a free society. Students can become better-informed individuals through examining evidence, facts, and differing viewpoints; by exercising freedom of thought and moral choice; and through making responsible decisions. Perpetuation of the fundamental principles of American society requires opportunities for students to read, to gather information, to speak, to hear alternative viewpoints, and to reach honest judgments according to individual abilities.

Teachers shall help students identify and evaluate relevant information, learn the techniques of critical analysis, and make independent judgments. They must reinforce students' rights to present and support personal conclusions with those who have opposing points of view. Teachers should also develop student interest in the objective reexamination of long-standing issues, and of newly significant issues, and promote vigorous exchanges of ideas. Although teachers have the right to express personal viewpoints and opinions, they do not have the right to indoctrinate students with their personal views.

Legal References: Connecticut General Statutes 31-51q
 Keyishian v. Board of Regents 385 U.S. 589, 603 (1967)
 Academic Freedom Policy (adopted by Connecticut State Board of Education,
 09/09/1981)

Policy adopted: September 9, 1991
Policy revised: June 10, 2015
Policy revised: March 13, 2019

Recommended**Controversial Issues**

~~Controversial issues are those subjects about which there are significant differences of opinion based on differing values people bring to an issue; as a basic educational competency, students should develop abilities to deal with controversial issues.~~

~~Controversy is inherent in the democratic way of life, and study and discussion of controversial issues are essential to citizenship education in a free society. Students can become better informed individuals through examining evidence, facts, and differing viewpoints; by exercising freedom of thought and moral choice; and through making responsible decisions. Perpetuation of the fundamental principles of American society requires opportunities for students to read, to gather information, to speak, to hear alternative viewpoints, and to reach honest judgments according to individual abilities.~~

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Public schools have the responsibility to educate students to be informed, conscientious citizens, capable of self-direction and critical thinking. In teaching young people to become effective citizens in our democracy, students must be given the opportunity to develop the ability to gain information about public issues, to evaluate facts, and to express themselves through discussion, writing, and the ballot.

The Bethany Board of Education (Board) expects administrators, teachers, and staff to exercise professional judgment when deciding whether or not a particular issue is suitable for study or discussion. They shall consult with the Superintendent or designee as necessary to determine the appropriateness of the subject matter, guest speakers, and/or related instructional materials or resources.

The Board directs the Superintendent to promulgate administrative regulations in furtherance of this policy.

Legal References: Connecticut General Statutes 31-51q

Academic Freedom Policy (adopted by Connecticut State Board of Education, 09/09/1981)

Keyishian v. Board of Regents 385 395 U.S. 589, 603 (1967)

Garcetti v. Ceballos 547 U.S. 410 (2006)

Johnson v. Poway Unified School District 658 F.3d 954 (9th Cir.) (2011)

Mayer v. Monroe County Community School Corporation 474 F.3d 477 (7th Cir.) (2007)

Policy adopted: September 9, 1991
Policy revised: June 10, 2015
Policy revised: March 13, 2019
[Policy revised:](#)

[Source: CABE](#)

Class Size

The Board of Education recognizes that in addition to appropriate curriculum which challenges the abilities of all students, teaching techniques, staff utilization and class size all contribute to effective student learning. In attempting to provide an environment which limits obstacles and enhances opportunities for student success and quality professional performance, the following class size guidelines are recommended.

Pre-Kindergarten (Special Education)	8 students to 1 teacher (with paraprofessional(s) as needed)
Kindergarten	14 students to 1 teacher
Grades 1 – 3	16 students to 1 teacher
Grades 4 – 6	18 students to 1 teacher

The foregoing shall be subject to modification in the following circumstances:

1. Specialized classes (remedial, enrichment, special education, etc.)
2. Large group instruction (assemblies, special programs, etc.)
3. Team teaching (grade level activities, interdistrict activities, etc.)
4. Experimental programs (pilot programs, etc.)
5. Special needs students/students with disabilities integrated to general classes (in which cases, a student who requires intensive educational services may be counted as two (2), three (3), or four (4) times the typical student when determining class size. The "weighting" factor will be determined by the Planning and Placement Team and noted in the student's mandated Individual Educational Plan)

In general, a twenty percent (20%) positive or negative variance to the recommended class size shall be considered acceptable. Class size/enrollment shall be reviewed by the Board of Education twice annually in the fall and spring semesters.

The above guidelines should not restrict larger or smaller grouping of students when the nature of the material and delivery warrant no such action.

In addition, the maximum enrollment shall not exceed the available individual space and/or equipment. Safety requirements superseded the above guidelines.

Policy adopted:	September 1, 1991
Policy revised:	June 3, 1996
Policy revised:	September 24, 2003
Policy revised:	October 7, 2015
Policy reviewed:	January 8, 2019

Class Size

The Bethany Board of Education (Board) recognizes that in addition to appropriate curriculum which challenges the abilities of all students, teaching techniques, staff utilization, and class size all contribute to effective student learning. Student-centered learning activities and a high degree of individualized attention to each student are high priorities in the Bethany Public School District. In attempting to provide an environment which limits obstacles and enhances opportunities for **student success** all students to succeed and quality professional performance, the following class size guidelines are recommended.

Pre-Kindergarten (Special Education)	8 students to 1 teacher (with paraprofessional(s) as needed)
Kindergarten	14 students to 1 teacher
Grades 1 – 3	16 students to 1 teacher
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The foregoing shall be subject to modification in the following circumstances:

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4. Experimental programs (pilot programs, etc.)
5. Special needs students/students with disabilities integrated to general classes (in which cases, a student who requires intensive educational services may be counted as two (2), three (3), or four (4) times the typical student when determining class size. The "weighting" factor will be determined by the Planning and Placement Team and noted in the student's mandated Individual Educational Plan.

In general, a twenty percent (20%) positive or negative variance to the recommended class size shall be considered acceptable. ~~Class size/enrollment shall be reviewed by the Board of Education twice annually in the fall and spring semesters.~~ At least annually, and prior to budget development, the Superintendent and the Board shall examine and discuss current and projected enrollments, and shall establish staffing parameters as recommended by the assessment of desired class size. Preferred class sizes shall be established and/or reaffirmed.

The above guidelines should not restrict larger or smaller grouping of students when the nature of the material and delivery warrant no such action.

In addition, the maximum enrollment shall not exceed the available individual space and/or equipment. Safety requirements superseded the above guidelines.

Policy adopted: September 1, 1991
Policy revised: June 3, 1996
Policy revised: September 24, 2003
Policy revised: October 7, 2015

Policy reviewed: January 8, 2019

[Policy revised:](#)

[Source: CAFE](#)

Alcohol, Tobacco and Other Drugs

Use of these harmful agents has a deleterious effect on the health and welfare of the users and far-reaching detrimental consequences to users, families, and society. Efforts shall be made by staff to reduce student use of harmful drugs, tobacco, and, alcohol.

The professional staff shall be provided information and skills to acquaint them with problems related to drug, tobacco, and alcohol use and in recognition of the symptoms of such use. At least annually and as other appropriate opportunities arise, teachers in each grade shall emphasize the effect of alcohol, nicotine, tobacco, and drugs on health, character, citizenship and personality development, in both health education programs and in other contexts.

The Superintendent or his/her designee shall make use of in-service training sessions for both certified and non-certified staff to achieve the goals of this policy. Full cooperation with community agencies shall be given wherever such cooperation is advantageous to students.

Legal References: Connecticut General Statutes § 10-16b
 Connecticut General Statutes § 10-19
 Connecticut General Statutes § 10-19a
 Connecticut General Statutes § 10-19b
 Connecticut General Statutes § 10-220
 Connecticut General Statutes § 10-221(d)

Policy adopted: September 9, 1991
Policy revised: June 10, 2015
Policy revised: March 13, 2019

Mandated**Alcohol, Tobacco and Other Drugs**

~~Use~~ Because use of these harmful agents has a deleterious effect on the health and welfare of the users and far-reaching detrimental consequences to users, families, and society. ~~Efforts~~ efforts shall be made by staff to reduce student use of harmful drugs, tobacco, and, alcohol.

The professional staff shall be provided information and skills to acquaint them with problems related to drug, tobacco, and alcohol use and in recognition of the symptoms of such use. At least annually and as other appropriate opportunities arise, teachers in each grade shall emphasize the effect of alcohol, nicotine, tobacco, and drugs on health, character, citizenship, and personality development, in both health education programs and in other contexts.

The Superintendent or ~~his/her~~ designee shall make use of in-service training sessions for ~~both certified and non-certified~~ staff to achieve the goals of this policy. Full cooperation with community agencies shall be given wherever such cooperation is advantageous to students.

Legal References: Connecticut General Statutes § 10-16b
 Connecticut General Statutes § 10-19
 Connecticut General Statutes § 10-19a
 Connecticut General Statutes § 10-19b
 Connecticut General Statutes § 10-220
 Connecticut General Statutes § 10-221(d)

Policy adopted: September 9, 1991
Policy revised: June 10, 2015
Policy revised: March 13, 2019
Policy revised:

Source: CABE

Homebound Instruction

Home and hospital instruction shall be a teaching service available, as mandated by the Connecticut General Statutes and Connecticut State Board of Education Regulations, to students who are unable to attend school for medical and/or mental health reasons for a period of two (2) weeks or longer due to a verified medical reason as diagnosed by physician, psychiatrist or Planning and Placement Team (PPT)/504 Team, or that the student's condition is such that the student may be required to be absent from school for short, repeated periods of time during the school year. The purpose of home or hospital instruction shall be to help students to keep up with their work even though they are unable to attend school because of their disability. Instruction provided pursuant to this policy shall maintain the continuity of the child's general education program and, in the case of a child with a disability, shall be provided so as to enable the child to continue to participate in the general education curriculum and to progress towards meeting the goals and objectives in the child's Individualized Education Program (IEP).

The PPT shall consider the educational needs of a student with a disability who is medically complex and the need for instruction is to be provided in accordance with an IEP when said student is not able to attend school. A student with a "medically complex" disability is one who has a serious, ongoing illness or chronic condition for at least a year which requires prolonged or intermittent hospitalization and ongoing invasive medical treatments or medical devices to compensate for the loss of bodily functions.

Home instruction may also be provided for those students who have been excluded from regular school attendance for disciplinary reasons.

Legal References: Connecticut General Statutes § 10-76d
 Connecticut General Statutes § 10-233a et seq.
 Connecticut State Board of Education Regulations § 10-76d-15

Policy adopted: June 10, 2015
Policy revised: March 13, 2019

Homebound Instruction

Home and hospital instruction shall be a teaching service available, as mandated by the Connecticut General Statutes and Connecticut State Board of Education Regulations, to students who are unable to attend school for medical and/or mental health reasons for a period of two (2) weeks or longer due to a verified medical reason as diagnosed by a physician, psychiatrist, or Planning and Placement Team (PPT)/504 Team, or that the student's condition is such that the student may be required to be absent from school for short, repeated periods of time during the school year. The purpose of home or hospital instruction shall be to help students to keep up with their work even though they are unable to attend school because of their disability. Instruction provided pursuant to this policy shall maintain the continuity of the child's general education program and, in the case of a child with a disability, shall be provided so as to enable the child to continue to participate in the general education curriculum and to progress towards meeting the goals and objectives in the child's Individualized Education Program (IEP).

~~The PPT shall consider the educational needs of a student with a disability who is medically complex and the need for instruction is to be provided in accordance with an IEP when said student is not able to attend school. A student with a "medically complex" disability is one who has a serious, ongoing illness or chronic condition for at least a year which requires prolonged or intermittent hospitalization and ongoing invasive medical treatments or medical devices to compensate for the loss of bodily functions.~~

Home instruction may also be provided for those students who have been excluded from regular school attendance for disciplinary reasons.

[The Board directs the Superintendent to promulgate administrative regulations in furtherance of this policy.](#)

Legal References: Connecticut General Statutes § 10-76d
 Connecticut General Statutes § 10-233a et seq.
 Connecticut State Board of Education Regulations § 10-76d-15

Policy adopted: June 10, 2015
Policy revised: March 13, 2019
[Policy revised:](#)

[Source: CABE](#)

Architect Selection

The Board shall work to construct appropriate modern facilities and/or timely renovations to provide the best educational environments possible for all students within fiscal constraints. To assist the Board, an architect shall be commissioned for every major building or renovation project initiated by the Board. Selection of an architect and/or construction manager for school construction projects costing more than \$20,000 are subject to a competitive bidding process.

Architect selection criteria, shall include but is not limited to:

1. training and experience including that of partners and associates;
2. planning ability and promptness;
3. specification writing, accuracy, and sufficiency of detail;
4. design, appearance, and utility;
5. supervision in construction phase of project;
6. relation with contractors; and
7. experience with government agencies.

In compliance with state law, as amended, contract for architectural or construction management services will be awarded to the most responsible qualified proposer only after a public invitation to bid.

The Building Committee and Superintendent will interview qualified applicants for the project and select an architect.

Legal Reference: Public Act 07-249

Policy adopted: September 9, 1991
Policy revised: February 10, 2016
Policy revised: March 13, 2019

Architect Selection

The Bethany Board of Education (Board) ~~shall work to construct appropriate modern~~ must continuously strive to provide new facilities and/or timely renovations ~~to~~ that will provide the best educational ~~environments possible~~ environment for all students within fiscal constraints. To assist the Board in the accomplishment of this objective, an architect ~~shall~~ will be commissioned for every major building or renovation project initiated by the Board. Selection of an architect and/or construction manager for school construction projects costing more than \$20,000 are subject to a competitive bidding process.

In selecting an ~~Architect selection~~ architect, the following criteria, ~~shall include~~ including but ~~is~~ not limited to, will be considered:

1. training and experience including that of partners and associates;
2. planning ability and promptness;
3. specification writing, accuracy, and sufficiency of detail;
4. design, appearance, and utility;
5. inspection of job effectiveness;
- ~~6. supervision in construction phase of project;~~
7. relation with contractors; ~~and~~
8. experience with government agencies;
9. pricing for the project;
10. experience with similar size and scope;
11. organizational and team structure, including any subcontractors to be used;
12. past performance data, including but not limited to, adherence to project schedules and project budgets and the number of change orders for projects; and
13. the approach to work required for the order or contract and documented contract oversight capabilities.

In compliance with state law, as amended, a contract for architectural or construction management services ~~will~~ may be awarded to the most responsible qualified ~~proposer~~ bidder only after a public invitation to bid.

The Building Committee and Superintendent will interview qualified applicants for the project and select an architect.

Legal Reference: Public Act 07-249

Policy adopted: September 9, 1991

Policy revised: February 10, 2016

Policy revised: March 13, 2019

Policy revised:

Source: CABE

Role of Board and Members

The Bethany Board of Education is the governing body of the Bethany Public School District and derives its authority from, and exists under the Constitution and General Statutes of the State of Connecticut, the procedures of the Connecticut State Board of Education and the Town of Bethany.

Legal References: Connecticut General Statutes § 1-4a
 Connecticut General Statutes § 1-4b
 Connecticut General Statutes § 1-200
 Connecticut General Statutes § 10-186
 Connecticut General Statutes § 10-220
 Connecticut General Statutes § 10-221
 Connecticut General Statutes § 10-240
 Connecticut General Statutes § 10-241

Bylaw adopted: September 9, 1991
Bylaw reviewed: February 11, 2004
Bylaw revised: March 10, 2004
Bylaw revised: February 10, 2016
Bylaw revised: April 8, 2020

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General Duties

1. The Bethany Board of Education (Board) represents the residents of the Town of Bethany (Town), in carrying out the mandates of the Connecticut General Statutes pertaining to education.
2. The Board shall determine all questions of general policy to be employed in the conduct of the school.
3. In determining school policy, the Board shall:
 - a. hear and consider facts and recommendations;
 - b. adopt a plan, policy, or course of action; and
 - c. authorize the Superintendent of Schools, its chief executive officer, to carry out its policy.

Specific Powers and Duties

The Board shall have authority to take all action necessary or advisable to meet its responsibilities under the Connecticut General Statutes and Town Charter including but not limited to the following:

1. To elect a Superintendent of Schools in accordance with the Connecticut General Statutes.
2. To consider and adopt an annual budget, prepared by the Superintendent of Schools.
3. To establish policies in accordance with the Connecticut General Statutes.
4. To provide for the appraisal of the efficiency of the Superintendent of Schools.
5. To approve the acquisition and disposition of Bethany Public School District (District) facilities and initiate and approve plans for District buildings.
6. To consider any specific recommendations made by the Superintendent of Schools.
7. To keep the citizenry informed of the purposes, values, conditions, and needs of public education in the Town.
8. To establish a Curriculum Committee to review all curriculum for the District.
9. To take any other actions required or permitted by law.
10. To make reasonable provision to implement the educational interested of the State, as defined by law, so that:
 - a. each child shall have for the period prescribed in the Connecticut General Statutes equal opportunity to receive a suitable program of educational experiences;
 - b. the District shall finance at a reasonable level an educational program designed to achieve this end;
 - c. the District shall provide educational opportunities for its students to interact with students and teachers from other racial, ethnic, and economic backgrounds; and

d. the mandates in the Connecticut General Statutes pertaining to education within the jurisdiction of the State Board of Education shall be implemented.

Legal References: Connecticut General Statutes § 1-4a
 Connecticut General Statutes § 1-4b
 Connecticut General Statutes § 1-200
 ~~Connecticut General Statutes § 10-186~~
 Connecticut General Statutes § 10-220
 Connecticut General Statutes § 10-221
 ~~Connecticut General Statutes § 10-240~~
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Bylaw adopted: September 9, 1991
Bylaw reviewed: February 11, 2004
Bylaw revised: March 10, 2004
Bylaw revised: February 10, 2016
Bylaw revised: April 8, 2020
Bylaw revised:

Source: Shipman

Face Coverings in School

The Bethany Board of Education (Board) recognizes the importance of protecting the health and safety of students, staff, and the community during a pandemic/epidemic when instructed by public health officials. As such, and in accordance with requirements and guidelines issued by the Connecticut State Department of Education or public health officials, the Board requires that all individuals entering the school building, a Bethany Public School District (District) facility, or a District transportation vehicle wear an appropriate face covering. An appropriate face covering shall consist of a cloth mask or disposable procedure-style mask that completely covers the individual's nose and mouth. An appropriate face covering shall not include neck gaiters, bandanas, or exhalation valve masks. Any individual who presents for entrance into the school building, District facility, or District transportation vehicle who is not wearing an appropriate face covering shall be provided an appropriate face covering by the District.

Compliance with this policy shall be mandatory for all individuals while in the school building, District facility, and/or District transportation vehicle unless an applicable exception applies. Any individual who refuses to wear an appropriate face covering at all times while in the school building, District facility, or District transportation vehicle shall be denied admission and/or required to leave the premises, unless an applicable exception applies. In addition, failure to comply with this policy may lead to disciplinary action for students and staff, and exclusion from school property for members of the community, in accordance with applicable laws, rules, regulations, Board policies, and/or administrative regulations.

All individuals participating in or attending any school-sponsored activities must wear an appropriate face covering, whether or not those activities occur in the school building, District facility, or District transportation vehicle unless an applicable exception applies or the Superintendent, in consultation with the local health department, determines that face coverings are not required for intramural athletes participating in certain intramural athletic activities.

The Board authorizes the Superintendent to promulgate administrative regulations in furtherance of this policy.

Legal References: Connecticut General Statutes § 10-221

Adapt, Advance, Achieve: Connecticut's Plan to Learn and Grow Together,
Connecticut State Department of Education, as amended

Policy adopted: December 9, 2020

Source: Shipman

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Connecticut State Department of Education, as amended

Policy adopted: December 9, 2020

Source: Shipman

Remote Learning

The Bethany Board of Education (Board) plans to provide remote learning options in the event that the Bethany Public School District (District) must be closed due to an emergency health situation. The plans will allow the school to operate remotely while continuing to provide meaningful instructions to students through the use of a variety of instructional resources.

The Board seeks to ensure fluid operation during a time when in-person classes must be reduced or canceled due to a health emergency, as well as provide equitable access for all students. A remote learning day is a school day where students have an opportunity to explore and engage in meaningful learning experiences that are:

- a. aligned to the curriculum,
- b. connected to standards, and
- c. relevant to the current instructional sequence.

While nothing replaces the genuine human interactions that happen authentically in the classroom between students and teachers, remote learning will support continuity of instruction in the event of a health-related closure.

The Board directs to the Superintendent to promulgate Administrative Regulations in furtherance of this policy.

Legal Reference: Connecticut General Statutes § 10-221

Policy adopted: August 12, 2020

Memorandum



To: Board of Education Members

From: Colleen Murray, Superintendent *CM*

Date: April 6, 2022

Re: Superintendent Report

Under ADMINISTRATIVE REPORTS:

- Enrollment Update
- Personnel Update
- Kristen Cushing 5K Color Run/Walk and Health Fair

**BETHANY COMMUNITY SCHOOL
2021-2022 ENROLLMENT SUMMARY**

Grade	AUG 26, 2021*	SEP 30, 2021*	OCT 31, 2021*	NOV 30, 2021*	DEC 31, 2021*	JAN 31, 2022	FEB 28, 2022	MAR 31, 2022
PK	16	17	19	22	23	23	23	23
K	50	49	50	50	51	51	51	51
1	51	51	51	51	51	51	51	51
2	66	66	66	66	67	66	66	67
3	57	57	57	58	59	59	59	62
4	58	59	59	60	60	60	61	61
5	40	40	42	43	43	43	43	43
6	49	49	50	51	51	51	52	52
TOTAL	387	388	394	401	405	404	406	410

* Five Open Choice students included.
One OOD student is not included above.

Memorandum



To: Board of Education Members

From: Kai Byrd

Date: April 6, 2022

Re: Director of Special Services, Curriculum, and Instruction Report

Under ADMINISTRATIVE REPORTS:

- **Curriculum**

- Professional Development
- CSDE Curriculum Update
- Grant Update

- **Special Education**

- CT Special Education Data System (CT-SEDS) Update
- Extended School Year (ESY)
- Enrollment Update

Memorandum



To: Board of Education Members

From: Tom Reed-Swale

Date: April 6, 2022

Re: Principal's Report

Under ADMINISTRATIVE REPORTS:

- Steering Committee Update
- BCS Happenings

Memorandum



To: Board of Education Members

From: Colleen Murray, Superintendent *cm*

Date: April 6, 2022

Re: Executive Session

It is recommended under EXECUTIVE SESSION:

Recommended Motion:

- a. Move the Bethany Board of Education enter into Executive Session for the purpose of interviewing the Director of Special Services, Curriculum and Instruction candidate and that Colleen Murray, Kai Byrd, and Sue Carpenter are invited to attend.