

**BETHANY BOARD OF EDUCATION
Regular Meeting**

AGENDA

**Wednesday, December 14, 2022
6:30 p.m.**

Bethany Community School Learning Commons

[Live Stream Link](#)

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. [Submit a public comment online](#) to be read at the next available opportunity.

4. Approval of Minutes (Bylaw 9326)

- a. November 9, 2022 Regular Meeting..... Action Item

5. Committee Reports (Bylaw 9132)

- a. ACES
- b. Curriculum
- c. Facilities
- d. Finance
 - i. Report of expenditures and adjustments to the 2022-2023 Operating Budget through November 30, 2022 Action Item
- e. Policy
- f. Transportation

6. Unfinished Business (Bylaw 9300)

a. Approved for first reading at the BOE Regular Meeting on November 9, 2022, the following policies are recommended for action, as follows:

- i. Revisions Action Item
 - 1. Policy 5124 – Reporting to Parents
 - 2. Policy 6140 – Curriculum
 - 3. Bylaw 9222 – Removal of Board Officers
 - 4. Bylaw 9314 – Suspension of Policies, Bylaws, or Administrative Regulations
 - 5. Bylaw 9321 – Time, Place, and Notice of Meetings
 - 6. Bylaw 9325.1 – Quorum and Voting Procedures
- ii. Adoption..... Action Item
 - 1. Policy 1118 – Non-discrimination
- iii. Deletions..... Action Item
 - 1. Policy 0521 – Non-discrimination
 - 2. Policy 3432 – Financial Reports
 - 3. Policy 5131 – Student Conduct

7. New Business (Bylaw 9300)

- a. 2023-2024 School Calendar Action Item
- b. BOE Meeting Dates for Town Clerk..... Action Item

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. Meeting Adjourned

Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: December 14, 2022

Re: Meeting Minutes

It is recommended under APPROVAL OF MINUTES:

Recommended Motion:

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

BETHANY BOARD OF EDUCATION
Regular Meeting Minutes
BCS Learning Commons and via Live Stream
November 9, 2022

Present

Angelo Amato
John Paul Garcia
Christopher Pittenger, Chair
Lynette White, Secretary
Namita Wijesekera

Administration

Kai Byrd
Cheryl Kiesel
Tom Reed-Swale

Absent

Angel Irigoyen
Amy Lestinsky, Vice Chair
EJ Maher
Shawn Uscilla

Call to Order

Dr. Pittenger called the meeting to order at 6:36 p.m.

PTO Report

Mrs. Zaldo reported on recent and upcoming PTO events.

Public Comment

None.

Minutes

Motion by White, seconded by Amato to accept the October 12, 2022 Regular Meeting Minutes as presented. *The motion carries 5 yes (Amato, Garcia, Pittenger, White, Wijesekera), 4 absent (Irigoyen, Lestinsky, Maher, Uscilla).*

Committee Reports

ACES:

No report was given.

Curriculum:

The committee met last week and was provided an update on Curriculum and Professional Learning.

Facilities:

The committee has not met recently.

Finance:

Motion by Garcia, seconded by Wijesekera to accept the report of expenditures and adjustments to the 2022-2023 Operating Budget through October 31, 2022 as presented. *The motion carries 5 yes (Amato, Garcia, Pittenger, White, Wijesekera), 4 absent (Irigoyen, Lestinsky, Maher, Uscilla).*

Dr. Pittenger further reported with an update on the ARP/ESSER III grant projects, 2023-2024 Budget Process, and the Audit.

Policy:

The committee met recently and will be presenting policies for first reading under New Business.

Transportation:

The committee has not met recently.

Unfinished Business

None.

New Business

Motion by Wijesekera, seconded by Garcia to grant a Child Care Leave of Absence to Erica Mauro to the end of the 2022-2023 school year following her maternity leave. *The motion carries 5 yes (Amato, Garcia, Pittenger, White, Wijesekera), 4 absent (Irigoyen, Lestinsky, Maher, Uscilla).*

Motion by Garcia, seconded by White to grant a Child Care Leave of Absence to Victoria Andrejcsk to the end of the 2022-2023 school year following her maternity leave. *The motion carries 5 yes (Amato, Garcia, Pittenger, White, Wijesekera), 4 absent (Irigoyen, Lestinsky, Maher, Uscilla).*

Motion by Garcia, seconded by Amato to grant a Child Care Leave of Absence to Vanessa Krohley to the end of the 2022-2023 school year following her maternity leave. *The motion carries 5 yes (Amato, Garcia, Pittenger, White, Wijesekera), 4 absent (Irigoyen, Lestinsky, Maher, Uscilla).*

Motion by Pittenger, seconded by Wijesekera to accept the policies and bylaws for revision for first reading as amended. *The motion carries 5 yes (Amato, Garcia, Pittenger, White, Wijesekera), 4 absent (Irigoyen, Lestinsky, Maher, Uscilla).*

Motion by Pittenger, seconded by Garcia to accept the policy for adoption for first reading. *The motion carries 5 yes (Amato, Garcia, Pittenger, White, Wijesekera), 4 absent (Irigoyen, Lestinsky, Maher, Uscilla).*

Motion by Pittenger, seconded by White to accept the policies for deletion for first reading. *The motion carries 5 yes (Amato, Garcia, Pittenger, White, Wijesekera), 4 absent (Irigoyen, Lestinsky, Maher, Uscilla).*

Superintendent Report

Mrs. Byrd reported that on October 31, 2022, PK-6 enrollment was 431 students.

Mrs. Byrd provided an update on newly hired personnel and current job openings.

Mrs. Byrd reported on the status of the Gymnasium Air Conditioning and Pavilion projects.

Mrs. Byrd stated that the 2023-2024 budget planning process has begun. She will be meeting with department heads tomorrow to discuss their budget requests.

Director Report

Ms. Kiesel 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. Mr. Reed-Swale's report is on file in the BOE Packet.

Chairman Report

Dr. Pittenger announced that the Bethany BOE once again received the CABE Board Recognition Award.

Dr. Pittenger spoke about the BOE Fall Open Forum topics that were discussed.

Dr. Pittenger stated the CABE/CAPSS Conference will be held November 18th and 19th.

Communications

None.

Public Comment

Julian Vanderberg, 4 Peck Road submitted electronically.

Adjournment

The meeting adjourned at 8:17 p.m.

Susan L. Carpenter
Recording Secretary

DRAFT

Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: December 14, 2022

Re: Finance Committee Report of Expenditures and Adjustments

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

The attached reports present the adopted 2022-2023 Operating Budget with encumbrances through November 30, 2022.

Recommended Motions:

- i. Move that the Board of Education accept the report of expenditures and adjustments to the 2022-2023 Operating Budget through November 30, 2022.

Bethany Board of Education
Operating Budget 2022-2023 Summary - as of Nov 2022

	Adopted Budget	Revised Budget	YTD July-June	Forecast	Var\$ Oct	Var% Oct	Var\$ Nov	Var% Nov
General Education								
Salaries								
Certified	\$2,027,620	\$2,027,620	\$542,750	\$1,981,030	\$ -	0.00%	\$ 46,590	2.30%
Curriculum (Supplemental)	\$43,033	\$43,033	\$15,975	\$43,033	\$ -	0.00%	\$ -	0.00%
Non-Certified	\$325,500	\$325,500	\$103,400	\$325,500	\$ -	0.00%	\$ -	0.00%
Nurse	\$52,883	\$52,883	\$13,973	\$52,883	\$ -	0.00%	\$ -	0.00%
Total Salaries	\$2,449,036	\$2,449,036	\$676,099	\$2,402,446	\$ -	0.00%	\$ 46,590	1.90%
Benefits								
	\$529,045	\$529,045	\$179,399	\$459,261	\$ 69,785	13.19%	\$ 69,785	13.19%
Services								
BCS	\$5,230	\$5,230	\$0	\$5,230	\$ -	0.00%	\$ -	0.00%
Curriculum	\$93,220	\$93,220	\$60,718	\$93,220	\$ -	0.00%	\$ -	0.00%
IT	\$66,300	\$66,300	\$18,591	\$66,300	\$ -	0.00%	\$ -	0.00%
Total Services	\$164,750	\$164,750	\$79,310	\$164,750	\$ -	0.00%	\$ -	0.00%
Supplies								
BCS	\$51,989	\$51,989	\$26,848	\$51,989	\$ -	0.00%	\$ -	0.00%
Curriculum	\$38,600	\$38,600	\$10,886	\$38,600	\$ -	0.00%	\$ -	0.00%
IT	\$102,800	\$102,800	\$78,900	\$102,800	\$ -	0.00%	\$ -	0.00%
Total Supplies	\$193,389	\$193,389	\$116,634	\$193,389	\$ -	0.00%	\$ -	0.00%
Other								
BCS	\$1,300	\$1,300	\$325	\$1,300	\$ -	0.00%	\$ -	0.00%
Curriculum	\$1,003	\$1,003	\$190	\$1,003	\$ -	0.00%	\$ -	0.00%
IT	\$42,600	\$42,600	\$38,867	\$42,600	\$ -	0.00%	\$ -	0.00%
Total Other	\$44,903	\$44,903	\$39,382	\$44,903	\$ -	0.00%	\$ -	0.00%
Subtotal	\$3,381,124	\$3,381,124	\$1,090,823	\$3,264,749	\$ 69,785	2.06%	\$ 116,375	3.44%
Special Education								
Salaries	\$1,301,701	\$1,301,701	\$459,320	\$1,284,341	\$ 180	0.01%	\$ 17,360	1.33%
Benefits	\$340,576	\$340,576	\$107,674	\$271,857	\$ 68,719	20.18%	\$ 68,719	20.18%
Services	\$245,396	\$245,396	\$55,236	\$275,396	\$ -	0.00%	\$ (30,000)	-12.23%
Supplies	\$28,769	\$28,769	\$9,101	\$28,769	\$ -	0.00%	\$ -	0.00%
Other	\$3,186	\$3,186	\$9,940	\$11,397	\$ (8,211)	-257.73%	\$ (8,211)	-257.73%
Subtotal	\$1,919,628	\$1,919,628	\$641,270	\$1,871,760	\$ 60,687	3.16%	\$ 47,867	2.49%
Operations and Overhead								
Salaries	\$1,024,163	\$1,024,163	\$404,459	\$1,024,163	\$ -	0.00%	\$ -	0.00%
Benefits	\$237,805	\$237,805	\$99,991	\$221,236	\$ 16,569	6.97%	\$ 16,569	6.97%
Services	\$168,265	\$168,265	\$83,124	\$171,895	\$ 1,090	0.65%	\$ (3,630)	-2.16%
Supplies	\$39,300	\$39,300	\$13,245	\$39,300	\$ -	0.00%	\$ -	0.00%
Utilities (Electricity)	\$85,000	\$85,000	\$27,885	\$85,000	\$ -	0.00%	\$ -	0.00%
Facilities and Maintenance	\$116,550	\$116,550	\$51,280	\$116,550	\$ -	0.00%	\$ -	0.00%
Student Transportation	\$281,759	\$281,759	\$86,628	\$281,759.00	\$ -	0.00%	\$ -	0.00%
Other	\$24,100	\$24,100	\$11,809	\$24,100.00	\$ -	0.00%	\$ -	0.00%
Subtotal	\$1,976,942	\$1,976,942	\$778,421	\$1,964,003.00	\$ 17,659	0.89%	\$ 12,939	0.65%
Total	\$7,277,693	\$7,277,693	\$2,510,514	\$7,100,512	\$148,131	2.04%	\$ 177,181	2.43%

excess cost =

#1 rcv'd=

#2 rcv'd =

Total =

Memorandum



To: Board of Education Members
From: Kai Byrd, Superintendent
Date: December 14, 2022
Re: Unfinished Business

It is recommended that under UNFINISHED BUSINESS:

Recommended Motions:

- a.(i)1.-6. Move that the Bethany Board of Education approve the revisions to Policies 5124, 6140, Bylaws 9222, 9314, 9321, and 9325.1 as presentedAction Item
- a.(ii)1. Move that the Bethany Board of Education approve the adoption of Policy 1118 as presentedAction Item
- a.(iii)1.-3. Move that the Bethany Board of Education approve the deletion of Policies 0521, 3432, and 5131 as presented.....Action Item

Reporting to Parents

The Bethany Board of Education encourages regular and effective two-way communication between parent/guardian and teacher through frequent and varied reporting methods. Parent/Teacher conferences, letters, informal notes, emails, and telephone calls to parents/guardians should be used regularly, among other means, to inform parents/guardians of student successes and student needs and to inform teachers of parent/guardian concerns about, suggestions for, and perceptions of their child which may help the teacher in working with the particular child.

Parent/Teacher Conferences

The Bethany Public School District (District) is required to conduct two (2) flexible parent/teacher conferences each school year. In addition, the District is required to:

1. offer parents the option of attending parent/teacher conferences by telephone, video, or other conferencing platform,
2. conduct one (1) parent/teacher conference, in addition to the two (2) flexible parent/teacher conferences described above, during periods when the District provides remote learning for more than three (3) consecutive weeks, and one (1) additional parent/teacher conference every six (6) months thereafter for the duration of such period of remote learning (for purposes of this policy, and in accordance with applicable law, "remote learning" means instruction by means of one (1) or more Internet-based software platforms as part of a remote learning model), and
3. request from each student's parent/guardian the name and contact information of an emergency contact person who may be contacted if the student's parent/guardian cannot be reached to schedule a parent/teacher conference required during periods of District provided remote learning.

On or after January 1, 2022, a teacher conducting a parent/teacher conference that is required in section 2 above to provide a copy of the document, to be developed by the Connecticut State Department of Education, to provide information concerning education, safety, mental health, and food insecurity resources and programs available for students and their families, to the parent/guardian prior to the parent/teacher conference. If, after making three (3) attempts, a teacher is unable to make contact with a student's parent/guardian in order to schedule a parent/teacher conference required in section 2 above, the teacher shall report such inability to the school administration or designee. Such school administration or designee shall contact an emergency contact person designation by the student's parent/guardian to ascertain such student's and family's health and safety.

Report Card

Reports on student progress will be issued in accordance with a schedule approved by the Superintendent after consultation with school administration. Reporting dates will be determined annually and placed on the school calendar. Parents/Guardians will be advised no later than March 15 of a student's potential failure in a course or grade and the possibility of the student repeating the grade or course.

Report cards shall reflect the educational growth of the student in relation to their ability, attitudes, interests, conduct or citizenship, and achievement and in relation to standards for the student's age and grade.

Household

If the parents are separated or divorced, both parents will have equal rights to be informed of their child's school progress unless there is an order from the court to the contrary. Non-custodial parents shall receive written reports and conference notifications with a written request to school administration.

Legal References: Connecticut General Statutes § 10-15b
 Connecticut General Statutes § 10-220(c)
 Connecticut General Statutes § 10-220(f)
 Connecticut General Statutes § 46b-56
 Public Act 21-46

Policy adopted: September 9, 1991
Policy revised: May 13, 2015
Policy revised: June 13, 2018
Policy revised: August 12, 2020
Policy revised: December 8, 2021

Source: Shipman & CABE

Reporting to Parents

The Bethany Board of Education encourages regular and effective two-way communication between parent/guardian and teacher through frequent and varied reporting methods. Parent/~~Guardian~~-Teacher conferences, letters, informal notes, emails, and telephone calls to parents/guardians should be used regularly, among other means, to inform parents/guardians of student successes and student needs and to inform teachers of parent/guardian concerns about, suggestions for, and perceptions of their child which may help the teacher in working with the particular child.

Parent/Teacher Conferences

The Bethany Public School District (District) ~~is required to conduct two (2) flexible parent/teacher conferences each school year. In addition, the District is required to~~ requires the following procedures:

1. Two (2) flexible parent/guardian-teacher conferences each school year. Parents/guardians shall have ~~offer parents~~ the option of attending parent/guardian-teacher conferences by ~~telephone telephonic~~, video, or other conferencing platform, ~~—~~.
2. ~~conduct one (1) parent/teacher conference, in~~ In addition to the two (2) flexible parent/guardian-teacher conferences described above, during periods when the District provides remote learning for more than three (3) consecutive weeks, ~~and the District shall conduct one (1) additional parent/guardian-teacher conference, and one (1) additional parent/guardian-teache conference~~ every six (6) months thereafter for the duration of such period of remote learning ~~(for~~ For purposes of this policy, and in accordance with applicable law, “remote learning” means instruction by means of one (1) or more Internet-based software platforms as part of a remote learning model), ~~and~~.
3. request from each student’s parent/guardian the name and contact information of an emergency contact person who may be contacted if the student’s parent/guardian cannot be reached to schedule a parent/teacher conference required during periods of District provided remote learning.

~~On or after January 1, 2022, a teacher conducting a parent/teacher conference that is required in section 2 above to provide a copy of the document, to be developed by the Connecticut State Department of Education, to provide information concerning education, safety, mental health, and food insecurity resources and programs available for students and their families, to the parent/guardian prior to the parent/teacher conference. If, after making three (3) attempts, a teacher is unable to make contact with a student’s parent/guardian in order to schedule a parent/teacher conference required in section 2 above, the teacher shall report such inability to the school administration or designee. Such school administration or designee shall contact an emergency contact person designation by the student’s parent/guardian to ascertain such student’s and family’s health and safety.~~

- a. The District shall request from each student’s parent/guardian the name and contact information of an emergency contact person who may be contacted if the student’s parent/guardian cannot be reached to schedule a parent/guardian-teacher conference required during periods of District-provided remote learning, if any.
- b. If, after making three (3) attempts, a teacher is unable to make contact with a student’s parent/guardian in order to schedule a parent/guardian-teacher conference required in this policy, the teacher shall report such inability to the school administration. The school administration or designee shall contact any emergency contact person designated by the student’s parent/guardian to ascertain such student’s and family’s health and safety.

- c. Upon development by the Department of Education of a document concerning educational, safety, mental health, and food insecurity resources and programs available for students and their families, a teacher conducting a parent/guardian-teacher conference that is required in the policy must provide a copy of such document to the parent/guardian prior to the parent-teacher conference.

Report Card

Reports on student progress will be issued in accordance with a schedule approved by the Superintendent after consultation with school administration. Reporting dates will be determined annually and placed on the school calendar. Parents/guardians will be advised no later than **March 15** of a student's potential failure in a course or grade and the possibility of the student repeating the grade or course.

Report cards shall reflect the educational growth of the student in relationship to each student's ~~to~~ **their** ability, attitudes, interests, conduct or citizenship, and achievement and in relationship to standards for the student's age and grade.

Household

If the parents/guardians are separated or divorced, both **parents** will have equal rights to be informed of their child's school progress unless there is an order from the court to the contrary. Non-custodial parents/guardians shall receive written reports and conference notifications **with** upon a **written** request to school administration.

Legal References: Connecticut General Statutes § 10-15b
 Connecticut General Statutes § 10-220(c)
 Connecticut General Statutes § 10-220(f)
 Connecticut General Statutes § 46b-56
 Public Act 21-46

Policy adopted: September 9, 1991
Policy revised: May 13, 2015
Policy revised: June 13, 2018
Policy revised: August 12, 2020
Policy revised: December 8, 2021
Policy revised:

Source: Shipman & CABA

Curriculum

The curricula of the Bethany Community School shall be in compliance with both the Bethany Board of Education's adopted goals and state statutes. The prescribed course of study shall include at least the following subject matter:

1. The Performing and Visual Arts.
2. Personal Health and Safety.
3. English Language Arts.
4. Mathematics.
5. Physical Education.
6. Science.
7. Social Studies.
8. World Language(s).

Teachers will teach within the approved curricula.

Legal Reference: Connecticut General Statutes § 10-16b
 Connecticut General Statutes § 10-16c et seq.
 Connecticut General Statutes § 10-17
 Connecticut General Statutes § 10-17a et seq.
 Connecticut General Statutes § 10-18
 Connecticut General Statutes § 10-18a
 Connecticut General Statutes § 10-18b et seq.
 Connecticut General Statutes § 10-19
 Connecticut General Statutes § 10-19a et seq.
 Connecticut General Statutes § 10-220

Policy adopted: September 9, 1991
Policy revised: June 10, 2015
Policy revised: January 11, 2017
Policy revised: April 7, 2021

Source: CABE

Curriculum

The curricula of the Bethany Community School shall be in compliance with both the Bethany Board of Education's adopted goals and state statutes. The prescribed course of study shall include at least the following subject matter in an age appropriate manner:

1. The Performing and Visual Arts.
2. ~~Personal~~ Health and ~~Safety~~ safety, including but not limited to, human growth and development; nutrition; disease prevention and cancer awareness; community and consumer health; physical, mental, and emotional health, including youth suicide prevention, substance abuse prevention including opioid use and related disorders; safety, including the use of social media and accident prevention.
3. ~~English~~ Language ~~Arts~~ arts, including reading, writing, grammar, speaking, and spelling.
4. Mathematics.
5. Physical education.
6. Science.
7. Social ~~Studies~~ studies, including citizenship, economics, geography, government, history, and Holocaust and genocide education and awareness.
8. World Language(s).

Teachers will teach within the approved curricula.

The Bethany Public School District will give due consideration to the possible adoption and use of the model curriculum for grades K-6 developed by the Connecticut State Department of Education in collaboration with the State Education Resource Center upon its availability. Such consideration shall be based upon the recommendations of the District.

Legal Reference: Connecticut General Statutes § 10-16b
 Connecticut General Statutes § 10-16c et seq.
 Connecticut General Statutes § 10-17
 Connecticut General Statutes § 10-17a et seq.
 Connecticut General Statutes § 10-18
 Connecticut General Statutes § 10-18a
 Connecticut General Statutes § 10-18b et seq.
 Connecticut General Statutes § 10-19
 Connecticut General Statutes § 10-19a et seq.
 Connecticut General Statutes § 10-220
 Public Act 22-80

Policy adopted: September 9, 1991
Policy revised: June 10, 2015

Policy revised: January 11, 2017
Policy revised: April 7, 2021
Policy revised: _____

Source: CAGE

Removal of Board Officers

A Bethany Board of Education (Board) officer may be removed from office for cause by a two-thirds majority vote of the entire Board. A vote to remove a Board officer shall only take place at a regular meeting or a special meeting called for that purpose. "Cause" includes, but is not limited to, any conduct that:

1. specifically relates to and affects the administration of the office in a manner deemed to be deleterious to Board operations;
2. negatively and directly affects the rights and interests of the public;
3. violates Board policies, rules, and regulations; or
4. conduct that interferes with the orderly and efficient operation of the Board.

Procedures for Removal

Prior to any vote to remove a Board officer for cause:

1. The Board may review the performance and/or conduct of the Board officer in open or executive session (as determined by the Board and the Board officer) prior to taking any formal action.
2. If the Board determines that formal action is necessary, the Board officer shall be provided with reasonable notice of the Board's intent to consider possible removal from office (such notice to be given in writing after being authorized by Board vote at a prior meeting of the Board).
3. Upon the written request of the Board officer within seven (7) working days of such action, he/she shall be provided with an opportunity for a hearing before the Board votes on removal.
4. At any such hearing, the Board officer shall have the right to be represented by counsel at his/her own expense and to present relevant evidence to the Board.

Standard for Removal

Service as a Board officer is a privilege, not a right, the purpose of which is to assist the Board in conducting its business in an appropriate, orderly and efficient manner. Therefore, any Board member serving as an officer shall have no legally-protected right to continue in that position. A decision that there is cause for removal shall be made by two-thirds of the entire Board.

Legal References: Connecticut General Statutes § 10-218

Connecticut General Statutes § 10-220

Lapointe v. Winchester Board of Education, CV040093257S, 2004 Conn. Super. LEXIS 2574 (Sept. 14, 2004)

Bylaw adopted: February 10, 2016

Bylaw revised: April 8, 2020

Recommended Revisions

Removal of Board Officers

It is the policy of the Bethany Board of Education (Board) that officers of the Board will:

1. adhere to all Board policies, rules, and regulations;
2. conduct themselves in a fair and impartial manner; and
3. carry out the duties of their respective offices in accordance with law.

~~A Bethany Board of Education (Board)~~ An officer of the Board may be removed ~~from office~~ for cause by a two-thirds majority vote of the entire Board. A vote to remove a Board officer shall only take place at a regular meeting or a special meeting called for that purpose. "Cause," which means a reasonable ground for removal, includes, but is not limited to, any conduct that:

1. specifically relates to and affects the administration of the office in a manner deemed to be deleterious to Board operations;
2. negatively and directly affects the rights and interests of the public;
3. violates Board policies, rules, and regulations; or
4. ~~conduct that~~ interferes with the orderly and efficient operation of the Board.

Procedures for Removal

~~Prior~~ The following procedures shall be used in lieu of any procedures set forth in Robert's Rules of Order with respect to any vote proposed action to remove a Board or take other disciplinary action regarding an officer of the Board for cause:

1. The Board ~~may~~ shall review the performance and/or conduct of an officer of the Board ~~officer~~ in open or executive session (as determined by the Board and the Board officer in accordance with the Freedom of Information Act) at a regular or special meeting of the Board, prior to ~~taking~~ initiating any ~~formal~~ action to remove or take other disciplinary action regarding a Board officer for cause.
2. If the Board determines as a result of such discussion that formal action is necessary, the Board ~~officer~~ shall ~~be provided~~ provide the Board office with:
 - a. reasonable written notice of the Board's intent to consider possible removal or other disciplinary action, including the factual basis for the claimed "cause" for removal of the officer from office (, with such notice to be given in writing provided after being authorized by Board majority vote at a prior meeting of the those Board) members present and voting; and.
- ~~3. Upon the written request of the Board officer within seven (7) working days of such action, he/she shall be provided with an opportunity for a hearing before the Board votes on removal.~~
4. b. At any such hearing, an informal opportunity to be heard by the Board regarding such possible removal or other disciplinary action, at which the Board officer shall have the right to be represented by counsel at his/her the Board member's own expense and to present relevant evidence to the Board. The informal opportunity to be heard shall take place in open or executive session (as determined by the Board and the Board officer in accordance with the Freedom of Information Act) at a regular or special meeting of the Board.

3. Any action to remove or take other disciplinary action regarding a Board officer for cause following such informal hearing shall require an affirmative vote by a majority of all members of the Board.

Standard for Removal

Service as a Board officer is a privilege, ~~not a right~~, the purpose of which is to assist the Board in conducting its business in an appropriate, orderly, and efficient manner. Therefore, any Board member serving as an officer shall have no legally protected right to continue in that position. ~~A decision that there is cause for removal shall be made by two-thirds of the entire Board.~~

Legal References: Connecticut General Statutes § 10-218

Connecticut General Statutes § 10-220

Lapointe v. ~~Winchester~~ Board of Education, CV040093257S of the Town of ~~Winchester~~, 2004 274 Conn. Super. LEXIS 2574 (Sept. 14, 2004) 806 (2005)

Bylaw adopted: February 10, 2016

Bylaw revised: April 8, 2020

Bylaw revised:

Source: Shipman

Suspension of Policies, Bylaws or Administrative Regulations

Policies, Bylaws, and Regulations shall be subject to suspension for a specified purpose and limited time by majority vote of all members of the Bethany Board of Education (Board) at a meeting in the call for which the proposed suspension has been described in writing, or upon a three-quarters vote of all members of the Board when no such written notice has been given.

Legal Reference: Connecticut General Statutes § 10-221

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

Suspension of Policies, Bylaws, or Administrative Regulations

Policies, ~~— and~~ Bylaws, ~~and Regulations~~ of the Bethany Board of Education (Board) shall be subject to suspension for a specified purpose and limited time by a majority vote of all members of the ~~Bethany Board of Education (Board)~~ at a meeting ~~in the call for which the~~ and that prior notification of such proposed suspension has been described in writing in the call of the meeting, ~~or upon a three-quarters vote of all members of the Board when no such written notice has been given.~~

Policies of the Board shall be subject to suspension for a specified purpose and limited time upon a majority vote of all members of the Board when no such written notice has been given.

Bylaws of the Board shall be subject to suspension for a specified purpose and limited time upon a two-thirds vote of all members of the Board when no such written notice has been given.

Administrative Regulations of the Board may be suspended for a specified purpose and limited time:

1. By the Superintendent, who shall give notice to the Board of the reason for the suspension and time period of the suspension.
2. The Board may direct the Superintendent to suspend administrative regulations for a specified purpose and limited time upon majority vote of all members in attendance at a meeting, provided that prior notification of such proposed suspension has been described in writing in the call of the meeting, or upon majority vote of all members of the Board when no such written notice has been given.

Legal Reference: Connecticut General Statutes § 10-221

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

Time, Place and Notification of Meetings**Regular Meetings**

The Bethany Board of Education (Board) shall file with the Town Clerk, no later than January 31st of each year, the schedule of the regular meetings of the Board and shall post the schedule on the District's website. No meeting shall be held sooner than thirty (30) days after such filing.

Normally the Board shall schedule regular meetings on the second Wednesday of each month of the year unless otherwise indicated.

If at any point in the meeting the Board should not maintain a quorum, then the Board Chairperson will adjourn the meeting and declare the time and place of the resumption of the meeting, which shall be reflected in a written order of adjournment. A copy of the written order of adjournment will be posted on or near the door of the place where the meeting was held within twenty-four (24) hours after the time of adjournment.

Special Meetings

Notice of each special meeting of the Board shall be filed not less than twenty-four (24) hours in advance of the meeting with the Town Clerk and be posted giving the time and place of the special meeting and the business to be transacted. The special meeting shall also be posted on the District's website. No other business shall be considered by the Board at that special meeting.

When a majority of the Board members agree that an emergency exists which has made a regular notice impossible, such a meeting may be called at a time or place which may be most convenient. In case of such emergency meeting, a copy of the minutes setting forth the nature of the emergency and the proceedings occurring at such meeting shall be filed with the Town Clerk no later than seventy-two (72) hours following the holding of such a meeting.

Meeting Time and Place

All regular meetings of the Board shall begin at 6:30 p.m. or as soon thereafter as a quorum is present. All regular meetings of the Board shall be held in the Bethany Community School unless otherwise ordered by the Board.

Electronic Meetings

In the event of a prohibition on public meetings for health and safety reasons, business of the Board may still need to occur. In this event where pressing business of the Board is required a meeting through electronic means will be permitted.

BYLAWS OF THE BOARD

9321(b)

Legal References: Connecticut General Statutes § 1-200
 Connecticut General Statutes § 1-206
 Connecticut General Statutes § 1-225
 Connecticut General Statutes § 1-226
 Connecticut General Statutes § 1-227
 Connecticut General Statutes § 1-228
 Connecticut General Statutes § 1-229
 Connecticut General Statutes § 1-230
 Connecticut General Statutes § 1-232
 Connecticut General Statutes § 7-3
 Connecticut General Statutes § 7-4
 Connecticut General Statutes § 10-218

Bylaw adopted: September 9, 1991
Bylaw reviewed: February 11, 2004
Bylaw revised: March 10, 2004
Bylaw revised: March 10, 2010
Bylaw revised: February 10, 2016
Bylaw revised: April 8, 2020
Bylaw revised: August 12, 2020

Mandated Revisions**Time, Place, and ~~Notification~~ Notice of Meetings****Regular Meetings**

~~The Bethany Board of Education (Board) shall file with the Town Clerk, no later than January 31st of each year, the schedule of the regular meetings of the Board and shall post the schedule on the District's website. No meeting shall be held sooner than thirty (30) days after such filing.~~

~~Normally the Board shall schedule regular meetings on the second Wednesday of each month of the year unless otherwise indicated.~~

~~If at any point in the meeting the Board should not maintain a quorum, then the Board Chairperson will adjourn the meeting and declare the time and place of the resumption of the meeting, which shall be reflected in a written order of adjournment. A copy of the written order of adjournment will be posted on or near the door of the place where the meeting was held within twenty-four (24) hours after the time of adjournment.~~

1. The Bethany Board of Education (Board) shall set a calendar of regular meetings for the ensuing year.
2. In compliance with the Connecticut General Statutes, the Board Recording Secretary shall file this calendar with the Town Clerk [and post this calendar on the Board's Internet website.
3. Normally the Board shall schedule regular meetings on the second Wednesday of each month of the year.
4. If at any point in the meeting the Board should not maintain a quorum, then the Chairperson of the Board will adjourn the meeting and declare the time and place of the resumption of the meeting, which shall be reflected in a written order of adjournment. A copy of the written order of adjournment will be posted on or near the door of the place where the meeting was held within twenty-four (24) hours after the time of adjournment.
5. If, in accordance with applicable law, the Board conducts a regular meeting by means of electronic equipment, the Board shall provide, at least forty-eight (48) hours before the meeting, direct notification in writing or by electronic transmission to each member of the Board and post a notice that the Board intends to conduct the meeting solely or in part by means of electronic equipment in the Administrative Offices of the Board, in the office of the Town Clerk, and on the Board's Internet website. Such notice shall include instructions for the public to attend and provide comment or otherwise participate in the meeting, by means of electronic equipment or in person, as applicable and permitted by law.

Special Meetings

~~Notice of each special meeting of the Board shall be filed not less than twenty-four (24) hours in advance of the meeting with the Town Clerk and be posted giving the time and place of the special meeting and the business to be transacted. The special meeting shall also be posted on the District's website. No other business shall be considered by the Board at that special meeting.~~

~~When a majority of the Board members agree that an emergency exists which has made a regular notice impossible, such a meeting may be called at a time or place which may be most convenient. In case of such emergency meeting, a copy of the minutes setting forth the nature of the emergency and the proceedings occurring at such meeting shall be filed with the Town Clerk no later than seventy-two (72) hours following the holding of such a meeting.~~

1. Special meetings may be held when determined by the Board, when so called by the Chairperson, or within fourteen (14) days upon written request of three (3) members of the Board.

2. No special meeting shall be held unless a notice stating the time, place, and purpose of the meeting has been given to each member and to the Town Clerk and has been posted on the Board's Internet website twenty-four (24) hours before the time stated for the meeting to convene.
 - a. If, in accordance with applicable law, the Board holds a special meeting conducted solely or in part by means of electronic equipment, notice of such meeting shall include whether the meeting will be conducted solely or in part by means of electronic equipment. If such meeting is to be conducted by means of electronic equipment, such notice shall include instructions for the public, by means of electronic equipment or in person, to attend and provide comment or otherwise participate in the meeting, as applicable and permitted by law.
3. When a majority of the members agree that an emergency exists which has made a regular notice impossible, such a meeting may be called at a time or place which may be most convenient. In case of such emergency meeting, a copy of the minutes setting forth the nature of the emergency and the proceedings occurring at such meeting shall be filed with the Town Clerk no later than seventy-two (72) hours following holding of such a meeting.

Meeting Time and Place

~~All regular meetings of the Board shall begin at 6:30 p.m. or as soon thereafter as a quorum is present. All regular meetings of the Board shall be held in the Bethany Community School unless otherwise ordered by the Board.~~

1. All regular meetings of the Board shall begin at the posted time or as soon thereafter as a quorum is present and shall adjourn when the Board's business has concluded. All regular meetings of the Board shall be held in person unless otherwise ordered by the Board to be conducted solely or in part by means of electronic equipment.
2. Special Meetings (non-emergency) of the Board shall be held at a time and place to be determined and announced in advance of the meeting.

Electronic Meetings

~~In the event of a prohibition on public meetings for health and safety reasons, business of the Board may still need to occur. In this event where pressing business of the Board is required a meeting through electronic means will be permitted.~~

Legal References: ~~Connecticut General Statutes § 1-200~~
~~Connecticut General Statutes § 1-206~~
Connecticut General Statutes § 1-225
~~Connecticut General Statutes § 1-226~~
~~Connecticut General Statutes § 1-227~~
Connecticut General Statutes § 1-228
Connecticut General Statutes § 1-229
Connecticut General Statutes § 1-230
~~Connecticut General Statutes § 1-232~~
Connecticut General Statutes § 7-3
Connecticut General Statutes § 7-4
Connecticut General Statutes § 10-218

Public Act 22-3

Bylaw adopted: September 9, 1991
Bylaw reviewed: February 11, 2004
Bylaw revised: March 10, 2004
Bylaw revised: March 10, 2010
Bylaw revised: February 10, 2016
Bylaw revised: April 8, 2020
Bylaw revised: August 12, 2020
Bylaw revised:

Source: Shipman

Quorum and Voting Procedures**Quorum**

A majority of the entire Bethany Board of Education (Board) membership shall constitute a quorum at any regular or special meeting.

Voting Procedures

The Board may take no action in the absence of a quorum except to adjourn to another date.

1. No member can vote on a question in which he/she has a direct personal or pecuniary interest.
2. Members may vote for themselves for any office or other position.
3. While it is the duty of every member who has an opinion on a question to express it by vote, he/she cannot be compelled to do so.
4. A member may abstain from voting (with the knowledge that the effect is the same as if he/she had voted on the prevailing side).
5. The votes of each member of the Board upon any issue before the Board shall be recorded in the minutes of the session at which taken.
6. Any Board member shall have the opportunity to explain his/her vote for recording in the minutes.

Legal Reference: Connecticut General Statutes § 1-200

Bylaw adopted: September 9, 1991
Bylaw reviewed: January 14, 2004
Bylaw revised: February 11, 2004
Bylaw revised: February 10, 2016
Bylaw revised: April 8, 2020

Mandated Revisions

Quorum and Voting Procedures

Quorum

- A. A The majority of ~~the entire~~ all members of the Bethany Board of Education (Board) ~~membership~~ shall be necessary to constitute a quorum ~~at any regular or special meeting for the transaction of~~ business.
- B. If, in accordance with applicable law, the Board provides Board members the opportunity to participate in meetings by means of electronic equipment, the Board is not required to adjourn or postpone a meeting if a Board member loses the ability to participate because of an interruption, failure, or degradation of that member's connection by electronic equipment, unless the member's participation is necessary to form a quorum. If a quorum of the Board members attend a meeting, other than an executive session, by means of electronic equipment from the same physical location, members of the public must be permitted to attend such meeting in such physical location.
- C. If, in accordance with applicable law, the Board holds a meeting solely by means of electronic equipment, and if a quorum of Board members attend a meeting by means of electronic equipment from the same physical location, the Board shall permit members of the public to attend such meeting in such physical location.

Voting Procedures

~~The Board may take no action in the absence of a quorum except to adjourn to another date.~~

- ~~1~~ A. No member can vote on a question in which ~~he/she~~ the Board member has a direct personal or pecuniary interest.
- ~~2~~ B. Members may vote for themselves for any office or other position.
- ~~3~~ C. While it is the duty of every member who has an opinion on a question to express it by vote, ~~he/she~~ a Board member cannot be compelled to do so.
- ~~4~~ D. A member may abstain from voting (with the knowledge that the effect is the same as if ~~he/she~~ the Board member had voted on the prevailing side).
- ~~5~~ E. The votes of each member of the Board upon any issue before the Board shall be recorded in the minutes of the session at which taken.
- ~~6~~ F. ~~Any Board member~~ members shall have the opportunity to explain ~~his/her vote for recording their votes, with the explanation to be recorded~~ in the minutes.
- G. Any vote taken at a meeting during which a Board member participates by means of electronic equipment shall be taken by roll call, unless the vote is unanimous.

Legal Reference: Connecticut General Statutes § 1-200
Public Act 22-3

Bylaw adopted: September 9, 1991
Bylaw reviewed: January 14, 2004
Bylaw revised: February 11, 2004
Bylaw revised: February 10, 2016
Bylaw revised: April 8, 2020
Bylaw revised:

Source: Shipman

Adoption**Non-discrimination**

It is the policy of the Bethany Board of Education (Board) that any form of discrimination or harassment on the basis of race, religion, color, national origin, ancestry, alienage, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, veteran status, or any other basis prohibited by state or federal law is prohibited, whether by students, Board employees or third parties subject to the control of the Board. The Board's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic, and extracurricular activities, including athletics, as well as the Bethany Public School District's (District) website. It is also the policy of the Board to provide for the prompt and equitable resolution of complaints alleging any discrimination or harassment on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, ancestry, alienage, disability, pregnancy, gender identity or expression, or veteran status.

For the purposes of this policy, "gender identity or expression" means a person's gender-related identity, appearance, or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

For the purposes of this policy, "veteran" means any person honorably discharged from, released under honorable conditions from, or released with an other than honorable discharge based on a qualifying condition from active service in, the United States Army, Navy, Marine Corps, Coast Guard, and Air Force and any reserve component thereof, including the Connecticut National Guard. "Qualifying condition" means a) a diagnosis of post-traumatic stress disorder or traumatic brain injury made by an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, b) an experience of military sexual trauma disclosed to an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, or c) a determination that sexual orientation, gender identity or gender expression was more likely than not the primary reason for an other than honorable discharge, as determined in accordance with Connecticut General Statutes Sections 27-103(c), (d).

For the purposes of this policy, "race" is inclusive of ethnic traits historically associated with race, including but not limited to, hair texture and protective hairstyles. "Protective hairstyles" includes, but is not limited to, wigs, headwraps, and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros, and afro puffs.

Any individual wishing to file a complaint regarding discrimination or harassment may obtain a copy of the Board's complaint procedures and complaint form that are included in the Administrative Regulations Regarding Non-Discrimination. These regulations accompany Board Policy#1118 and are available online at www.bethany-ed.org or upon request from the District's Administrative Office.

If a complaint involves allegations of discrimination or harassment based on reasons such as gender/sex, gender identity, sexual orientation, disability, or pregnancy, such complaints will be handled in accordance with other appropriate policies and administrative regulations on Sex Discrimination/Harassment in the Workplace, Sex Discrimination and Sexual Harassment (Students), Section 504/ADA (Personnel), and Section 504/ADA (Students)).

Individuals also may file a complaint with the Office for Civil Rights, U.S. Department of Education ("OCR"):

Office for Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
617 289-0111
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Employees may also file a complaint regarding employment discrimination or harassment with the Equal Employment Opportunity Commission:

Equal Employment Opportunity Commission, Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
800-669-4000

Individuals may also file a complaint with the Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
860-541-3400
or
Connecticut Toll Free Number 1-800-477-5737

Anyone who has questions or concerns about this policy, and/or who may wish to request or discuss accommodations based on religion, and/or who would like a copy of the Board's complaint procedures or complaint forms related to claims of discrimination or harassment, may contact:

Susan Carpenter
Bethany Public School District
Human Resources Director
Title IX Coordinator
BOE Executive Assistant
44 Peck Road
Bethany, CT 06524
203-393-1170 x800
scarpenter@bethany-ed.org

Anyone who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of gender/sex, gender identity, or sexual orientation may contact the Board's Title IX Coordinator:

Susan Carpenter
Bethany Public School District
Human Resources Director
Title IX Coordinator
BOE Executive Assistant
44 Peck Road
Bethany, CT 06524
203-393-1170 x800
scarpenter@bethany-ed.org

Anyone who has questions or concerns about the Board's policies regarding discrimination or harassment on the basis of disability, and/or who may wish to request or discuss accommodations for a disability, may contact the Board's Section 504/ADA Coordinator:

Cheryl Kiesel
Bethany Public School District
Director of Special Services, Curriculum and Instruction
44 Peck Road
Bethany, CT 06524
203-393-1170 x807
ckiesel@bethany-ed.org

Legal References: Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq.
Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq.
Age Discrimination in Employment Act, 29 U.S.C. § 621 et seq.
Americans with Disabilities Act, 42 U.S.C. § 12101
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794
Connecticut General Statutes § 1-1n
Connecticut General Statutes § 27-103
Connecticut General Statutes § 46a-51
Connecticut General Statutes § 46a-58
Connecticut General Statutes § 46a-60
Connecticut General Statutes § 46a-81a
Connecticut General Statutes § 46a-81c
Public Act No. 21-79

Policy adopted: _____

Source: Shipman

MISSION – GOALS – OBJECTIVES

0521(a)

Deletion – Should be Policy 1118

Non-discrimination

The Bethany Public School District (District) does not discriminate in admission to, access to, treatment in, or employment in its services, programs, and activities, on the basis of race, color, religion, creed, national origin, alienage, ancestry, sex, sexual orientation, marital status, age, physical or mental disability (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), gender identity or expression, genetic predisposition or carrier status, veteran status, or any other basis prohibited by local, state and federal laws, and provides equal access to other designated youth groups.

The Bethany Board of Education (Board) encourages staff to improve human relationships within the school and establish channels through which citizens can communicate their concerns to the Administration and the Board.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, Title VI, Title VII, Title IX, and other civil rights or discrimination issues. The Board will adopt and the District will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

The District does not retaliate against any complainant who alleges discrimination.

To file a complaint alleging discrimination or harassment by the District on the basis of race, color, religion, creed, national origin, alienage, ancestry, sex, sexual orientation, marital status, age, physical or mental disability (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), gender identity or expression, genetic predisposition or carrier status, veteran status, or any other basis prohibited by local, state and federal laws, and provides equal access to other designated youth groups, please contact:

Superintendent
Bethany Public School District
44 Peck Road
Bethany, CT 06524
(203) 393-1170

Legal References: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.
34 CFR § 106.8(b), OCR Guidelines for Title IX

MISSION – GOALS – OBJECTIVES

0521(b)

Legal Reference: Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol. 62, #49, 29 CFR § 1606.8 (a0 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)

Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)

Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)

Gebbs v. Lago Vista Independent School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)

Davis v. Monroe County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999)

The Vietnam Era Veterans' Readjustment Act of 1974, as amended, 38 U.S.C § 4212

Title II of the General Information Nondiscrimination Act of 2008

Connecticut General Statutes § 46a-51

Connecticut General Statutes § 46a-58

Connecticut General Statutes § 46a-60

Connecticut General Statutes § 10-15c, as amended

Connecticut General Statutes § 10-153

Connecticut General Statutes § 17a-101

The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008

Public Law 111-256

Meacham v. Knolls Atomic Power Laboratory, 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008)

Federal Express Corporation v. Holowecki, 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008)

Kentucky Retirement Systems v. EEOC, 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008)

Sprint/United Management Co. v. Mendelsohn, 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008)

20 U.S.C. 7905 (Boy Scouts of America Equal Access Act contained in NCLB Act of 2001)

Policy adopted: November 12, 2003

Policy revised: October 7, 2015

Policy revised: January 8, 2020

Deletion – Redundant (Refer to Policy 3100)**Financial Reports**

The Superintendent shall be responsible for accounting for all monies expended from within the school budget, shall keep files of all invoices and payroll authorizations, and shall keep a record for the information for the Bethany Board of Education (Board) of the expenditures broken down into the same categories and numbered accounts as the budget and the approved accounting system.

The Superintendent shall submit to the Board monthly reports on the status of the budget, showing appropriations and expenditures for the fiscal year to date.

Beginning with the fiscal year starting July 1, 2019 and each fiscal year thereafter, the Board shall, on a quarterly basis, post the Board's current and projected expenditures and revenues on the District's website. In addition, the Board will submit a copy of such current and projected expenditures and revenues to the Town's legislative body, or in a municipality in which the legislative body is a town meeting, to the Board of Selectmen.

The Superintendent, as agent for the Board, shall be responsible for making annual reports to the Town, the State Board of Education, the Teacher's Retirement Board, and other such agencies required by law.

Legal References: Connecticut General Statutes § 10-51
 Connecticut General Statutes § 10-222
 Connecticut General Statutes § 10-259
 Public Act 19-117, § 290
 Public Act 13-247

Policy adopted: September 9, 1991
Policy reviewed: May 9, 2012
Policy revised: April 13, 2016
Policy revised: January 8, 2020

Deletion –Redundant (Refer to Policy/Reg 5114 on Student Discipline)

Student Conduct

Each student shall learn to respect the rights of others as individuals and as groups. The student shall learn the rules that govern appropriate behavior in the school and at all school related activities and obey the rules established by the Board of Education (Board).

Areas of Responsibility**Board of Education**

The Board holds all Bethany Public School District (District) employees responsible for the proper conduct and control of students while legally under the supervision and jurisdiction of the school.

Principal

The principal may implement necessary procedures and school rules on student behavior consistent with Board policies and administrative regulations. The Principal may involve representatives from school personnel, students, parents/guardians, and citizens of the community in developing standards, specific rules, regulations, and procedures for student conduct at school or during school related activities.

Teachers

Teachers are responsible for the instruction of students in rules and regulations of proper conduct, as well as be responsible for proper and adequate control of students. The responsibility and authority of any teacher extends to all students of the Bethany Public School District (District) under the assigned supervision of the teacher and to other students so situated with respect to the teacher as to be subject to the teacher's control.

Classified-Support Staff

All classified staff are responsible for reporting to teachers and administrators, any inappropriate student behavior, to preserve their personal safety, the safety of other students and/or staff, and to safeguard District property.

Parents/Guardians

Parents/Guardians are expected to cooperate with and to support school authorities regarding the behavior and discipline of their children. Parents shall be held responsible for willful misbehavior of their children and for any destructive acts on school property.

Student Behavior

Students shall be properly instructed in the rules of acceptable conduct and are responsible for complying with the District standards of behavior. Students who fail to comply with these rules and regulations are liable to suspension-or expulsion.

Notification of Behavior Code

The Superintendent shall, at the beginning of each school year and at such time as it may deem appropriate, provide for an effective means of informing all students and parents/guardians of this policy.

Legal Reference: Connecticut General Statutes § 52-572

Policy adopted: September 9, 1991

Policy revised: May 13, 2015

Policy revised: June 8, 2016

Policy revised: January 8, 2020

Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: December 14, 2022

Re: New Business

It is recommended that under NEW BUSINESS:

Recommended Motion:

- a. Move that the Board of Education approve the proposed Bethany Public School District Calendar for 2023-2024 school year as presented.

BETHANY PUBLIC SCHOOL DISTRICT CALENDAR 2023-2024

August 2023 (4/4)

Mon	Tue	Wed	Thu	Fri
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21/PD	22/PD	23/PD	24/PD	25
28	29	30	31	

August
 9—BOE Meeting
 21—24—PD-Teachers Only
 28—First Day of School
 Early Dismissal
 28—Full Teacher Workday
 29—Early Dismissal
 29—Full Teacher Workday

September 2023 (19/23)

Mon	Tue	Wed	Thu	Fri
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

September
 4—Labor Day
 13—BOE Meeting
 19—Open House
 25—Yom Kippur

October 2023 (21/44)

Mon	Tue	Wed	Thu	Fri
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

October
 9—Columbus/Indigenous Peoples Day
 11—BOE Meeting
 25-26—Parent/Teacher Conferences—Early Dismissal

November 2023 (19/63)

Mon	Tue	Wed	Thu	Fri
		1	2	3
6	7/PD	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

November
 7—Election Day, No Students
 7—PD Teachers Only
 8—BOE Meeting
 21—Trimester 1 Ends
 22—Early Dismissal
 23 to 24—Thanksgiving Recess

December 2023 (16/79)

Mon	Tue	Wed	Thu	Fri
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

December
 8—Report Cards
 13—BOE Meeting
 22—Early Dismissal
 25 to 29—Holiday Recess

- ★ First Day for Students
- ◊ Board of Education Meetings
- No School-Holiday/Vacation
- PD Professional Development-Teachers Only
- Student Early Dismissal
- Parent/Teacher Conferences-Early Dismissal
- Snow Day
- △ Open House
- ★ Last Day of School (tentative)
- ◊ Trimester Ends
- Report Cards

June 2024 (5/182)

Mon	Tue	Wed	Thu	Fri
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

June
 7—Last Day for Students-Early Dismissal/Report Cards
 7—Full Teacher Workday
 12—BOE Meeting

January 2024 (21/100)

Mon	Tue	Wed	Thu	Fri
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

January
 1—New Year's Day
 10—BOE Meeting
 12—Student Early Dismissal
 12—½PD-Teachers Only
 15—Dr. MLK, Jr. Day

February 2024 (19/119)

Mon	Tue	Wed	Thu	Fri
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	

February
 14—BOE Meeting
 16—Student Early Dismissal
 16—½PD-Teachers Only
 19—President's Day
 20—Winter Recess
 28—Trimester 2 Ends

March 2024 (19/138)

Mon	Tue	Wed	Thu	Fri
				1
4	5	6	7	8
11	12	13	14	15/PD
18	19	20	21	22
25	26	27	28	29

March
 13—BOE Meeting
 14—Report Cards
 15—No School for Students
 15—PD Teachers Only
 20-21—Parent/Teacher Conferences—Early Dismissal
 29—Good Friday

April 2024 (17/155)

Mon	Tue	Wed	Thu	Fri
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

April
 10—BOE Meeting
 12—Student Early Dismissal
 12—½PD-Teachers Only
 15 to 19—Spring Recess

May 2024 (22/177)

Mon	Tue	Wed	Thu	Fri
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

May
 8—BOE Meeting
 24—Trimester 3 Ends
 24—Student Early Dismissal
 24—½PD-Teachers only
 27—Memorial Day

Make-up Days: June 10th to June 28th

If emergency closings go beyond June 28th, then any additional days will be deducted from the Spring Recess.

Calendar based on 188 or 191 Teacher Days and 182 Instructional Days (38 weeks).

Memorandum



To: Board of Education Members
From: Kai Byrd, Superintendent
Date: December 14, 2022
Re: New Business

It is recommended that under NEW BUSINESS:

In accordance with Section 1-21 of the Connecticut General Statutes, a schedule of regular Bethany Board of Education meetings must be filed with the Bethany Town Clerk for a 13-month period beginning January 2023 through January 2024.

The recommended dates are:

January 11, 2023
February 8, 2023
March 8, 2023
April 5, 2023
May 10, 2023
June 14, 2023
July 12, 2023
August 9, 2023
September 13, 2023
October 11, 2023
November 8, 2023
December 13, 2023
January 10, 2024

Recommended Motion:

- b. Move that the Board of Education approve the above schedule of regular Board of Education meeting dates for January 2023 through January 2024 pursuant to Connecticut General Statutes, Section 1-21.

Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: December 14, 2022

Re: Superintendent Report

Under ADMINISTRATIVE REPORTS:

- Enrollment Update
- Kindergarten Projections
- Personnel Update
- 2023-2024 Budget Development

**BETHANY COMMUNITY SCHOOL
2022-2023 ENROLLMENT SUMMARY**

Grade (Sections)	08/31/2022*	09/30/2022*	10/31/2022*	11/30/2022
PK	27	26	27	27
K (3)	44	43	43	43
1 (3)	56	56	56	56
2 (3)	54	54	54	54
3 (4)	71	72	73	73
4 (3)	65	66	66	66
5 (3)	64	65	65	65
6 (2)	47	47	47	47
TOTAL (21)	428	429	431	431

* Six Open Choice students included.

2021-2022 ENROLLMENT SUMMARY

Grade (Sections)	08/31/2021*	09/30/2021*	10/31/2021*	11/30/2021
PK	16	17	19	22
K (3)	50	49	50	50
1 (3)	51	51	51	51
2 (4)	66	66	66	66
3 (3)	57	57	57	58
4 (3)	58	59	59	60
5 (2)	40	40	42	43
6 (3)	49	49	50	51
TOTAL (21)	387	388	394	401

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

2020-2021 ENROLLMENT SUMMARY

Grade (Sections)	08/31/2020*	09/30/2020*	10/31/2020*	11/30/2020
PK	16	16	16	16
K (3)	54	53	53	53
1 (4)	62	61	61	61
2 (3)	53	53	53	53
3 (3)	55	55	55	56
4 (2)	39	40	40	40
5 (3)	48	48	48	48
6 (2)	43	43	43	43
TOTAL (20)	370	369	369	370

* One Staff Member & Five Open Choice students included.
Two OOD students are not included above.

Memorandum



To: Board of Education Members

From: Cheryl Kiesel

Date: December 14, 2022

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

Under ADMINISTRATIVE REPORTS:

- **Curriculum**
 - Professional Development
 - Grant Update

- **Special Education**
 - Department Updates

Memorandum



To: Board of Education Members

From: Tom Reed-Swale

Date: December 14, 2022

Re: Principal's Report

Under ADMINISTRATIVE REPORTS:

- Steering Committee Update
- BCS Happenings