

**BETHANY BOARD OF EDUCATION
Regular Meeting**

AGENDA

**Wednesday, March 13, 2024
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. Student Recognition (Policy 1170)

- a. Connecticut Association of Schools Arts Award Recipients

3. PTO Report

4. 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.

5. Approval of Minutes (Bylaw 9326)

- a. February 14, 2024 Regular Meeting..... Action Item

6. Committee Reports (Bylaw 9132)

- a. Curriculum
- b. Facilities
- c. Finance
 - i. Report of expenditures and adjustments to the 2023-2024 Operating Budget through February 29, 2024..... Action Item

7. Unfinished Business (Bylaw 9300)

- a. None.

8. New Business (Bylaw 9300)

- a. Submission of Increasing Educator Diversity Plan.....Action Item
- b. The Policy Committee met on February 13, 2024 and is recommending the following policies for first reading:
 - i. Revisions.....Action Item
 - 1. Policy 1118 – Non-discrimination (Community)
 - 2. Policy 4118.11/4218.11 – Non-discrimination and Equal Education Opportunity (Personnel)
 - 3. Policy 5145.4 – Non-discrimination (Students)
 - 4. Policy 5111 – Admission/Ages of Attendance/Placement

9. Administrative Reports (Policy 2500)

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

10. Chairman Report (Bylaw 9121)

11. Correspondence (Bylaw 9300)

12. Public Comment (Policy 1120 & Bylaw 9325)

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13. Executive Session

- a. Superintendent Goals Mid-Year Review

14. Regular Meeting Reconvenes

15. Meeting Adjourned

Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: March 13, 2024

Re: Meeting Minutes

It is recommended under APPROVAL OF MINUTES:

Recommended Motion:

- a. Move the Bethany Board of Education accept the February 14, 2024 Regular Meeting Minutes as presented.

BETHANY BOARD OF EDUCATION
Regular Meeting Minutes
BCS Learning Commons
February 14, 2024

Present

Angelo Amato, Vice Chair arrived at 6:33 p.m.
Susan Bradford
Joseph Cafasso
John Paul Garcia, Chair
Shannon Lane
Caroline Leary
EJ Maher arrived at 6:35 p.m.
Shawn Uscilla arrived at 6:39 p.m.

Administration

Kai Byrd
Cheryl Kiesel
Tom Reed-Swale

Absent

Amy Lestinsky

Call to Order

Mr. Garcia called the meeting to order at 6:30 p.m.

Presentation

The BCS Steering Committee members gave a presentation on winter student data and answered Board member questions.

PTO Report

Mrs. Zaldo reported on recent and upcoming PTO events.

Public Comment

Mrs. Zaldo, 191 Beacon Road.

Minutes

Motion by Cafasso, seconded by Leary to accept the January 10, 2024 Regular Meeting Minutes as presented. *The motion carries 8 yes, 1 absent (Lestinsky).*

Committee Reports

ACES:

No report.

Curriculum:

The committee met in February and discussed professional development, curriculum, and viewed the mid-year benchmark data.

Facilities:

The committee has not met recently.

Finance:

Motion by Maher, seconded by Bradford to accept the report of expenditures and adjustments to the 2023-2024 Operating Budget through January 31, 2024 as presented. *The motion carries 8 yes, 1 absent (Lestinsky).*

Policy:

The committee met on February 13, 2024 and will present policies to the Board in March.

Transportation:

The committee has not met recently.

Unfinished Business

Motion by Amato, seconded by Uscilla to adopt the Superintendent's Spending Plan for the 2024-2025 school year in the amount of \$7,949.018. *The motion carries 8 yes, 1 absent (Lestinsky).*

New Business	None
Superintendent Report	Mrs. Byrd reported that on January 31, 2024, PK-6 enrollment was 450 students. Mrs. Byrd provided an update on previous staff vacancies that have been filled.
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 BCS events. His report is on file in the BOE Packet.
Chairman Report	Mr. Garcia provided an update on a meeting he attended with Mrs. Byrd and representatives from BEA. Mr. Garcia shared that a meeting is scheduled with representatives from the town's emergency response team, the BOE, and the school to debrief a recent incident.
Communications	None.
Public Comment	None.
Adjournment	The meeting adjourned at 8:44 p.m.

Donna Ricciardi
Recording Secretary

Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: March 13, 2024

Re: Finance Committee Report of Expenditures and Adjustments

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

The attached reports present the adopted 2023-2024 Operating Budget with encumbrances through February 29, 2024.

Recommended Motions:

- i. Move that the Board of Education accept the report of expenditures and adjustments to the 2023-2024 Operating Budget through February 29, 2024.

Bethany Board of Education								
Operating Budget 2023-2024 Summary - as of January 2023								
	Adopted Budget	Revised Budget	YTD July-June	Forecast	Var\$ Jan	Var% Jan	Var\$ Jan	Var% Jan
General Education								
Salaries								
Certified	\$2,239,147	\$2,286,089	\$1,162,763	\$2,280,629	\$ 5,460	0.24%	\$ 5,460	0.24%
Curriculum (Supplemental)	\$0	\$0	\$0	\$0	\$ -	0.00%	\$ -	0.00%
Non-Certified	\$261,922	\$258,624	\$63,019	\$257,402	\$ 35,107	13.57%	\$ 1,222	0.47%
Nurse	\$54,057	\$54,058	\$26,476	\$54,058	\$ -	0.00%	\$ -	0.00%
Total Salaries	\$2,555,126	\$2,598,770	\$1,252,259	\$2,592,089	\$ 40,567	1.56%	\$ 6,682	0.26%
Benefits	\$502,865	\$439,519	\$266,190	\$394,441	\$ -	0.00%	\$ 45,078	10.26%
Services								
BCS	\$5,800	\$5,800	\$552	\$5,800	\$ -	0.00%	\$ -	0.00%
Curriculum	\$94,012	\$94,012	\$62,593	\$94,012	\$ -	0.00%	\$ -	0.00%
IT	\$52,600	\$52,600	\$50,387	\$52,600	\$ -	0.00%	\$ -	0.00%
Total Services	\$152,412	\$152,412	\$113,532	\$152,412	\$ -	0.00%	\$ -	0.00%
Supplies								
BCS	\$65,380	\$65,380	\$47,593	\$65,380	\$ -	0.00%	\$ -	0.00%
Curriculum	\$5,646	\$5,646	\$7,043	\$8,500	\$ (2,854)	-50.55%	\$ (2,854)	-50.55%
IT	\$111,270	\$113,868	\$112,499	\$119,400	\$ (5,532)	-4.86%	\$ (5,532)	-4.86%
Total Supplies	\$182,296	\$184,894	\$167,135	\$193,280	\$ (8,386)	-4.54%	\$ (8,386)	-4.54%
Other								
BCS	\$1,550	\$1,550	\$240	\$1,550	\$ -	0.00%	\$ -	0.00%
Curriculum	\$650	\$650	\$326	\$650	\$ -	0.00%	\$ -	0.00%
IT	\$31,250	\$31,250	\$31,946	\$32,750	\$ (1,500)	-4.80%	\$ (1,500)	-4.80%
Total Other	\$33,450	\$33,450	\$32,512	\$34,950	\$ (1,500)	-4.48%	\$ (1,500)	-4.48%
Subtotal	\$3,426,149	\$3,409,045	\$1,831,628	\$3,367,172	\$ 30,681	0.90%	\$ 41,873	1.23%
Special Education								
Salaries	\$1,333,108	\$1,362,993	\$773,856	\$1,352,641	\$ 10,352	0.76%	\$ 10,352	0.76%
Benefits	\$294,914	\$269,430	\$170,029	\$246,430	\$ 23,000	8.54%	\$ 23,000	8.54%
Services	\$397,265	\$397,265	\$132,434	\$411,455	\$ (14,190)	-3.57%	\$ (14,190)	-3.57%
Supplies	\$7,064	\$7,064	\$18,780	\$7,064	\$ -	0.00%	\$ -	0.00%
Other	\$2,852	\$2,852	\$1,586	\$2,852	\$ -	0.00%	\$ -	0.00%
Subtotal	\$2,035,203	\$2,039,604	\$1,096,685	\$2,020,442	\$ 19,162	0.94%	\$ 19,162	0.94%
Operations and Overhead								
Salaries	\$1,050,846	\$1,039,336	\$654,636	\$1,024,231	\$ (26,281)	-2.53%	\$ 15,105	1.45%
Benefits	\$248,635	\$267,848	\$122,548	\$220,198	\$ 26,150	9.76%	\$ 47,650	17.79%
Services	\$169,229	\$174,229	\$150,961	\$170,249	\$ 3,980	2.28%	\$ 3,980	2.28%
Supplies	\$44,800	\$44,800	\$19,375	\$44,800	\$ -	0.00%	\$ -	0.00%
Utilities (Electricity)	\$120,000	\$120,000	\$72,701	\$120,000	\$ -	0.00%	\$ -	0.00%
Facilities and Maintenance	\$131,330	\$131,330	\$131,766	\$166,500	\$ -	0.00%	\$ (35,170)	-26.78%
Student Transportation	\$291,678	\$291,678	\$176,207	\$ 291,678.00	\$ -	0.00%	\$ -	0.00%
Other	\$20,725	\$20,725	\$15,919	\$ 20,904.00	\$ (179)	-0.86%	\$ (179)	-0.86%
Subtotal	\$2,077,243	\$2,089,946	\$1,344,112	\$ 2,058,560.01	\$ 3,670	0.18%	\$ 31,386	1.50%
Total	\$7,538,595	\$7,538,595	\$4,272,425	\$7,446,174	\$ 53,513	0.71%	\$ 92,421	1.23%
Prek Account								
as of 07/01/2023			Revenue	Expenditures	Balance			
Tuition Revenue for FY			8579.35		115036.41			
Total Expenditures for FY				29453.96	85582.45			
Estimated Balance at Month End					\$85,582.45			
10-248a								
as of 07/01/2023			Revenue	Expenditures	Balance			
Total Revenue for FY			83906.17		453846.91			
Total Expenditures for FY				101987.97	351858.94			
Estimated Balance at Month End					351858.94			
excess cost =								
#1 rcv'd=								
#2 rcv'd =								
Total =								

Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: March 13, 2024

Re: New Business

It is recommended that under NEW BUSINESS:

Recommended Motion:

- a. Move that the Board of Education approve the Superintendent's submission of the Increasing Educator Diversity plan as required by the Connecticut State Department of Education for the March 15, 2024 deadline.

Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: March 13, 2024

Re: New Business

It is recommended that under NEW BUSINESS:

Recommended Motion:

- b.(i.)1.- 4. Move that the Board of Education accept the policies for revision for first reading.

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.

COMMUNITY RELATIONS

1118(b)

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

COMMUNITY RELATIONS

1118(c)

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:

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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: December 14, 2022

Source: Shipman

Mandated Revisions**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, [status as a victim of domestic violence](#), 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, [or status as a victim of domestic violence](#).

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.

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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.

COMMUNITY RELATIONS

1118(b)

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"):

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8th Floor
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617 289-0111
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

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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:

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~~Human Resources Director~~
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~~BOE Executive Assistant~~
[Director of Special Services, Curriculum and Instruction](#)
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203-393-1170 ~~x800~~ 807
scarpenter@bethany-ed.org ckiesel@bethany-ed.org

BETHANY PUBLIC SCHOOL DISTRICT
Bethany, Connecticut

COMMUNITY RELATIONS

1118(c)

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~~Susan Carpenter~~ [Cheryl Kiesel](#)
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~~Title IX Coordinator~~
~~BOE Executive Assistant~~
[Director of Special Services, Curriculum and Instruction](#)
44 Peck Road
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Connecticut General Statutes § 46a-81a
Connecticut General Statutes § 46a-81c
Public Act No. 21-79
[Public Act No. 23-145](#)

Policy adopted: December 14, 2022

Source: Shipman

Non-Discrimination and Equal Education Opportunity

The Board of Education (Board) will not make employment decisions (including decisions related to hiring, assignment, compensation, promotion, demotion, disciplinary action, and termination) on the basis of race, color, religion, age, sex, marital or civil union status, sexual orientation, national origin, alienage, ancestry, veterans' status, past or present history of mental disability, intellectual disability, learning disability, or physical disability including but not limited to blindness, pregnancy, genetic information, or gender identity or expression, or other disability, except in the case of a bona fide occupational qualification.

It is the policy of the Board that any form of discrimination or harassment on the basis of race, color, religion, age, sex, marital or civil union status, sexual orientation, national origin, alienage, ancestry, veterans' status, past or present history of mental disability, intellectual disability, learning disability, or physical disability including but not limited to blindness, pregnancy, genetic information, or gender identity or expression, or other disability, 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, non-academic, and extracurricular activities, including athletics. 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 as defined by state and federal laws and regulations.

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 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 1) 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, 2) 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 3) a determination that sexual orientation, gender identity, or gender express was more likely than not the primary reason for an other than honorable discharge, as determined in accordance with Connecticut General Statutes § 27-103(c).

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PERSONNEL – CERTIFIED/CLASSIFIED

4118.11(b)

4218.11(b)

Any employee wishing to file a complaint regarding discrimination or harassment may obtain a copy of the Board’s complaint procedures and complaint form which are included in the administrative regulation accompanying this policy and are available online at www.bethany-ed.org or upon request from the Bethany Public School District (District) 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 under other appropriate Board policies and administrative regulations.

An employee also may file a complaint with the:

Office of Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
Telephone: 617-289-0111
Facsimile: 617-289-0150
Email: OCR.Boston@ed.gov
<https://www2.ed.gov/about/offices/list/ocr/docs/howto.html?src=rt>

Employees may also file a complaint regarding employment discrimination or harassment with the:

U.S. Equal Employment Opportunity Commission, Boston Area Office
JFK Federal Building
15 New Sudbury Street, Room 475
Boston, MA 02203-0506
Telephone: 1-800-669-4000
Facsimile: 617-565-3196

Employees may also file a complaint with the:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Boulevard
Hartford, CT 06103-1835
Telephone: 1-800-477-5737

Anyone who has questions or concerns about this policy and/or why 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, or discrimination or harassment on the basis of gender/sex, gender identity, or sexual orientation may contact:

Susan Carpenter
Title IX Coordinator
Bethany Public School District
44 Peck Road
Bethany, CT 06524
203-393-1170
scarpenter@bethany-ed.org

PERSONNEL – CERTIFIED/CLASSIFIED

4118.11(c)

4218.11(c)

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:

Susan Carpenter
Human Resources Coordinator
Bethany Public School District
44 Peck Road
Bethany, CT 06524
203-393-1170
scarpenter@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
Americans with Disabilities Act, 42 U.S.C. § 12101
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794
Title II of the Genetic Information Non-discrimination Act of 2008, Pub.L.110-233, 42 U.S.C. § 2000ff; 29 CFR 1635.1 et seq.
Connecticut General Statutes § 1-1n
Connecticut General Statutes § 10-153
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 21-79

Policy adopted: September 9, 1991
Policy revised: October 14, 1992
Policy revised: May 10, 2006
Policy revised: March 11, 2015
Policy revised: May 11, 2016
Policy revised: November 9, 2016
Policy revised: March 14, 2018
Policy revised: January 8, 2020
Policy revised: December 8, 2021

Source: Shipman

Mandated Revisions**Non-Discrimination and Equal Education Opportunity**

The Board of Education (Board) will not make employment decisions (including decisions related to hiring, assignment, compensation, promotion, demotion, disciplinary action, and termination) on the basis of race, color, religion, age, sex, marital or civil union status, sexual orientation, national origin, alienage, ancestry, veterans' status, past or present history of mental disability, intellectual disability, learning disability, or physical disability including but not limited to blindness, pregnancy, genetic information, ~~or~~ gender identity or expression, ~~or~~ other disability, [or status as a victim of domestic violence](#), except in the case of a bona fide occupational qualification.

It is the policy of the Board that any form of discrimination or harassment on the basis of race, color, religion, age, sex, marital or civil union status, sexual orientation, national origin, alienage, ancestry, veterans' status, past or present history of mental disability, intellectual disability, learning disability, or physical disability including but not limited to blindness, pregnancy, genetic information, or gender identity or expression, ~~or~~ other disability, [or status as a victim of domestic violence](#) 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, non-academic, and extracurricular activities, including athletics. 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 as defined by state and federal laws and regulations.

[The Board will not discriminate against any employee or applicant for employment solely on the basis of the individual's erased criminal history record information, as defined in Conn. Gen. Stat. § 46a-80a.](#)

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 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 1) 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, 2) 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 3) 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 § 27-103(c).

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, "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.

PERSONNEL – CERTIFIED/CLASSIFIED

4118.11(b)

4218.11(b)

Any employee wishing to file a complaint regarding discrimination or harassment may obtain a copy of the Board's complaint procedures and complaint form which are included in the administrative regulation accompanying this policy and are available online at www.bethany-ed.org or upon request from the Bethany Public School District (District) 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 under other appropriate Board policies and administrative regulations.

An employee also may file a complaint with the:

Office of Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
Telephone: 617-289-0111
~~Faeximile: 617-289-0150~~
~~Email: OCR.Boston@ed.gov~~

<https://www2.ed.gov/about/offices/list/ocr/docs/howto.html?src=rt>

Employees may also file a complaint regarding employment discrimination or harassment with the:

U.S. Equal Employment Opportunity Commission, Boston Area Office
JFK Federal Building
~~15 New Sudbury Street, Room 475~~ [475 Government Center](#)
Boston, MA 02203-0506
Telephone: 1-800-669-4000
~~Faeximile: 617-565-3196~~

Employees may also file a complaint with the:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Boulevard
Hartford, CT 06103-1835
Telephone: 1-800-477-5737

Anyone who has questions or concerns about this policy and/or why 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, or discrimination or harassment on the basis of gender/sex, gender identity, or sexual orientation may contact:

~~Susan Carpenter~~ Cheryl Kiesel
~~Title IX Coordinator~~ [Director of Special Services, Curriculum and Instruction](#)
Bethany Public School District 44 Peck Road
Bethany, CT 06524
203-393-1170
~~scarpenter@bethany-ed.org~~ ckiesel@bethany-ed.org

PERSONNEL – CERTIFIED/CLASSIFIED

4118.11(c)

4218.11(c)

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:

~~Susan Carpenter~~ Cheryl Kiesel
~~Human Resources Coordinator~~ [Director of Special Services, Curriculum and Instruction](#)
Bethany Public School District 44 Peck Road
Bethany, CT 06524
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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
Americans with Disabilities Act, 42 U.S.C. § 12101
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794
Title II of the Genetic Information Non-discrimination Act of 2008, Pub.L.110-233, 42 U.S.C. § 2000ff; 29 CFR 1635.1 et seq.
Connecticut General Statutes § 1-1n
Connecticut General Statutes § 10-153
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 21-79
[Connecticut General Statutes § 31-51i](#)
[Connecticut General Statutes § 46a-80a](#)
[Public Act No. 23-145](#)

Policy adopted: September 9, 1991
Policy revised: October 14, 1992
Policy revised: May 10, 2006
Policy revised: March 11, 2015
Policy revised: May 11, 2016
Policy revised: November 9, 2016
Policy revised: March 14, 2018
Policy revised: January 8, 2020
Policy revised: December 8, 2021

Source: Shipman

BETHANY PUBLIC SCHOOL DISTRICT
Bethany, Connecticut

Non-Discrimination

The Bethany Board of Education (Board) complies with all applicable federal, state, and local laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its educational programs or activities because of race, religion, color, national origin, alienage, sex, sexual orientation, marital status, age, disability, pregnancy, or gender identity or expression, subject to the conditions and limitations established by law.

It is the policy of the Board that any form of discrimination or harassment on the basis of race, religion, color, national origin, alienage, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, 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, non-academic, and extracurricular activities, including athletics. 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, alienage, disability, pregnancy, gender identity or expression.

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.

Any student and/or parent/guardian wishing to file a complaint regarding discrimination or harassment may obtain a copy of the Board's complaint procedures and complaint form which are included in the administrative regulation accompanying this policy and are available online at www.bethany-ed.org or upon request from the Bethany Public School District (District) 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 under other appropriate Board policies and administrative regulations.

Any student and/or parent/guardian also may file a complaint with the:

Office of Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
Telephone: 617-289-0111
Facsimile: 617-289-0150
Email: OCR.Boston@ed.gov

<https://www2.ed.gov/about/offices/list/ocr/docs/howto.html?src=rt>

Any student and/or parent/guardian may also file a complaint with the:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Boulevard
Hartford, CT 06103-1835
Telephone: 1-800-477-5737

Anyone who has questions on concerns about this policy and/or why 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, or discrimination or harassment on the basis of gender/sex, gender identity, or sexual orientation may contact:

Susan Carpenter
Title IX Coordinator
Bethany Public School District
44 Peck Road
Bethany, CT 06524
203-393-1170
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:

Susan Carpenter
Human Resources Coordinator
Bethany Public School District
44 Peck Road
Bethany, CT 06524
203-393-1170
scarpenter@bethany-ed.org

Legal References: Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.
Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, et seq.
Americans with Disabilities Act, 42 U.S.C. § 12101, et seq.
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, et seq.
Connecticut General Statutes § 1-1n
Connecticut General Statutes § 10-15c
Connecticut General Statutes § 27-103
Connecticut General Statutes § 46a-51
Connecticut General Statutes § 46a-58
Connecticut General Statutes § 46a-81a, et seq.
Public Act 21-79

STUDENTS

5145.4(c)

Policy adopted: May 13, 2015
Policy revised: November 9, 2016
Policy revised: January 8, 2020
Policy revised: December 8, 2021

Source: Shipman

Mandated Revisions**Non-Discrimination**

The Bethany Board of Education (Board) complies with all applicable federal, state, and local laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its educational programs or activities because of race, religion, color, national origin, alienage, sex, sexual orientation, marital status, age, disability, pregnancy, or gender identity or expression, [or status as a victim of domestic violence](#), subject to the conditions and limitations established by law.

It is the policy of the Board that any form of discrimination or harassment on the basis of race, religion, color, national origin, alienage, sex, sexual orientation, marital status, age, disability, pregnancy, gender identity or expression, [or status as a victim of domestic violence](#), 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, non-academic, and extracurricular activities, including athletics. 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, alienage, disability, pregnancy, gender identity or expression, [or status as a victim of domestic violence](#).

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.

Any student and/or parent/guardian wishing to file a complaint regarding discrimination or harassment may obtain a copy of the Board's complaint procedures and complaint form which are included in the administrative regulation accompanying this policy and are available online at www.bethany-ed.org or upon request from the Bethany Public School District (District) office.

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Office of Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
Telephone: 617-289-0111
Facsimile: 617-289-0150
Email: OCR.Boston@ed.gov

<https://www2.ed.gov/about/offices/list/ocr/docs/howto.html?src=rt>

STUDENTS

5145.4(b)

Any student and/or parent/guardian may also file a complaint with the:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Boulevard
Hartford, CT 06103-1835
Telephone: 1-800-477-5737

Anyone who has questions or concerns about this policy and/or why 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, or discrimination or harassment on the basis of gender/sex, gender identity, or sexual orientation may contact:

~~Susan Carpenter~~ [Cheryl Kiesel](#)
~~Title IX Coordinator~~ [Director of Special Services, Curriculum and Instruction](#)
Bethany Public School District
44 Peck Road
Bethany, CT 06524
203-393-1170
scarpenter@bethany-ed.org ckiesel@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:

~~Susan Carpenter~~ [Cheryl Kiesel](#)
~~Title IX Coordinator~~ [Director of Special Services, Curriculum and Instruction](#)
Bethany Public School District
44 Peck Road
Bethany, CT 06524
203-393-1170
scarpenter@bethany-ed.org ckiesel@bethany-ed.org

Legal References: Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.
Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, et seq.
Americans with Disabilities Act, 42 U.S.C. § 12101, et seq.
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, et seq.
Connecticut General Statutes § 1-1n
Connecticut General Statutes § 10-15c
Connecticut General Statutes § 27-103
Connecticut General Statutes § 46a-51
Connecticut General Statutes § 46a-58
Connecticut General Statutes § 46a-81a, et seq.
Public Act 21-79
[Public Act No. 23-145](#)

STUDENTS

5145.4(c)

Policy adopted: May 13, 2015
Policy revised: November 9, 2016
Policy revised: January 8, 2020
Policy revised: December 8, 2021

Source: Shipman

Admission/Ages of Attendance/Placement**Admission**

A resident student is a student whose parent or person having control of the student resides in the Town of Bethany or who meets state requirements for school accommodations. Each such child shall have and shall be so advised by the appropriate school authorities, an equal opportunity to participate in the Bethany Public School District's (District) programs and activities without discrimination on account of race, color, sex, religion, national origin, sexual orientation, gender identity or expression, marital status, genetic information or membership in any other protected class. Students who are classified as homeless under federal law, and therefore do not have a fixed residence, will be admitted pursuant to federal law and Board of Education Policy or Administrative Regulation.

Each child entering the District school for the first time must present documentation, including but not limited to, a long-form raised seal birth certificate, proof of a recent physical examination and required immunizations as indicated by state law, proof of domicile, military orders, or court documents, as applicable.

Ages of Attendance

The District school shall provide education for all persons five (5) years of age and older, having attained age five (5) on or before the first day of January of any school year. Additionally, according to Connecticut General Statutes, special education will be provided for children who have attained the age of three (3) and who have been identified as being in need of special education and whose educational potential will be irreparably diminished without special education. The parent or person having control of a child five (5) of age shall have the option of not sending the child to school until the child is six (6) years of age. The parent or person having control of a child six (6) years of age shall have the option of not sending the child to school until the child is seven (7) years of age.

The parent or person shall exercise such option by personally appearing at the District office and signing an option form. The District shall provide the parent or person with information on the educational opportunities available in the District.

Placement

A child who applies for initial admission to the school by transfer from a non-public school or from a school outside the District will be placed at the grade they would have reached elsewhere pending observation and evaluation by classroom teachers, other school staff, and the principal. After such observations and evaluations have been completed, the principal will determine the final grade placement of the child. The principal's decision is final with no appeals.

Nothing in this policy shall serve as barriers to immediate enrollment of students, designated as homeless or foster children as required by the Every Student Succeeds Act (ESSA) and the McKinney-Vento Act as amended by ESSA. The District shall work with a child welfare agency, the school last attended, or other relevant agencies to obtain the necessary documentation.

Legal References: Connecticut General Statutes § 4-176e to 4-180a
 Connecticut General Statutes § 4-181a
 Connecticut General Statutes § 10-15
 Connecticut General Statutes § 10-15c
 Connecticut General Statutes §§ 10-76a to 10-76g

STUDENTS

5111(b)

Legal References: Connecticut General Statutes § 10-184
Connecticut General Statutes § 10-186, as amended
Connecticut General Statutes §§ 10-233a to 10-233f
Connecticut General Statutes § 10-261
Connecticut Agencies Regulation § 10-76a-1
Connecticut Agencies Regulation § 10-76d-7
Connecticut Agencies Regulation § 10-204a
Public Act 19-179
Public Act 21-86
The McKinney-Vento Homeless Education Assistance Act, 42 U.S.C. § 11431 et seq., as amended

Policy adopted: September 9, 1991
Policy revised: September 24, 2003
Policy revised: November 10, 2004
Policy revised: May 13, 2015
Policy revised: June 8, 2016
Policy revised: December 13, 2017
Policy revised: April 8, 2020
Policy revised: December 8, 2021

Source: Shipman

**ACKNOWLEDGMENT OF OPTION TO EXEMPT ATTENDANCE OF
CHILD FIVE OR SIX YEARS OF AGE FROM SCHOOL**

Pursuant to Section 10-184 of the Connecticut General Statutes, I, _____,
Name of parent/guardian/other

of _____,
Address

the parent, guardian or other person charged with the care of the following minor child,

_____, of
Name of child

_____, who was
Address

born on _____ do hereby choose not to send my child to public school during
Date of birth

_____ school year.

Furthermore, before signing this form, a representative of the Bethany Public School District met with me and provided me with information concerning the educational opportunities and school accommodations available in the District.

ACKNOWLEDGED BY:

Signature of parent/guardian/other

Date

Admission/Ages of Attendance/Placement

Admission

A resident student is a student whose parent or person having control of the student resides in the Town of Bethany or who meets state requirements for school accommodations. Each such child shall have and shall be so advised by the appropriate school authorities, an equal opportunity to participate in the Bethany Public School District's (District) programs and activities without discrimination on account of race, color, sex, religion, national origin, sexual orientation, gender identity or expression, marital status, genetic information or membership in any other protected class. Students who are classified as homeless under federal law, and therefore do not have a fixed residence, will be admitted pursuant to federal law and Board of Education Policy or Administrative Regulation.

Each child entering the District school for the first time must present documentation, including but not limited to, a long-form raised seal birth certificate, proof of a recent physical examination and required immunizations as indicated by state law, proof of domicile, military orders, or court documents, as applicable.

Ages of Attendance

The District school shall provide education for all persons five (5) years of age and older, having attained age five (5) on or before the first day of ~~January~~ September of any school year. For children who will not reach the age of five on or before the first day of September of the school year, the child's parent or guardian may submit a written request to the principal of the school seeking early admission to the District. Upon receipt of such written request, the principal and an appropriate certified staff member shall assess such child to determine whether admitting the child is developmentally appropriate. For decisions relating to early admission to the District, the decision of the principal and appropriate certified staff shall be final. Additionally, according to Connecticut General Statutes, special education will be provided for children who have attained the age of three (3) and who have been identified as being in need of special education and whose educational potential will be irreparably diminished without special education. The parent or person having control of a child five (5) of age shall have the option of not sending the child to school until the child is six (6) years of age. The parent or person having control of a child six (6) years of age shall have the option of not sending the child to school until the child is seven (7) years of age.

The parent or person shall exercise such option by personally appearing at the District office and signing an option form. The District shall provide the parent or person with information on the educational opportunities available in the District.

Placement

A child who applies for initial admission to the school by transfer from a non-public school or from a school outside the District will be placed at the grade they would have reached elsewhere pending observation and evaluation by classroom teachers, other school staff, and the principal. After such observations and evaluations have been completed, the principal will determine the final grade placement of the child. The principal's decision is final with no appeals.

Nothing in this policy shall serve as barriers to immediate enrollment of students, designated as homeless or foster children as required by the Every Student Succeeds Act (ESSA) and the McKinney-Vento Act as amended by ESSA. The District shall work with a child welfare agency, the school last attended, or other relevant agencies to obtain the necessary documentation.

STUDENTS

5111(b)

Legal References: Connecticut General Statutes § 4-176e to 4-180a
Connecticut General Statutes § 4-181a
Connecticut General Statutes § 10-15
Connecticut General Statutes § 10-15c
Connecticut General Statutes §§ 10-76a to 10-76g

Connecticut General Statutes § 10-184
Connecticut General Statutes § 10-186, as amended
Connecticut General Statutes §§ 10-233a to 10-233f
Connecticut General Statutes § 10-261
Connecticut Agencies Regulation § 10-76a-1
Connecticut Agencies Regulation § 10-76d-7
Connecticut Agencies Regulation § 10-204a
Public Act 19-179
Public Act 21-86
The McKinney-Vento Homeless Education Assistance Act, 42 U.S.C. § 11431 et seq., as amended
[Public Act 23-208](#)

Policy adopted: September 9, 1991
Policy revised: September 24, 2003
Policy revised: November 10, 2004
Policy revised: May 13, 2015
Policy revised: June 8, 2016
Policy revised: December 13, 2017
Policy revised: April 8, 2020
Policy revised: December 8, 2021

Source: Shipman

**ACKNOWLEDGMENT OF OPTION TO EXEMPT ATTENDANCE OF
CHILD FIVE OR SIX YEARS OF AGE FROM SCHOOL**

Pursuant to Section 10-184 of the Connecticut General Statutes, I, _____
Name of parent/guardian/other

of _____
Address

the parent, guardian or other person charged with the care of the following minor child,

_____, of
Name of child

_____, who was
Address

born on _____ do hereby choose not to send my child to public school during
Date of birth

_____ school year.

Furthermore, before signing this form, a representative of the Bethany Public School District met with me and provided me with information concerning the educational opportunities and school accommodations available in the District.

ACKNOWLEDGED BY:

Signature of parent/guardian/other

Date

Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: March 13, 2024

Re: Superintendent Report

Under ADMINISTRATIVE REPORTS:

- Enrollment Update
- Personnel Update

**BETHANY COMMUNITY SCHOOL
2023 -2024 ENROLLMENT SUMMARY**

Grade (Sections)	08/2023	09/2023	10/2023	11/30/2023	12/31/2023	1/31/2024	2/29/2024
PK	28	27	28	28	29	29	29
K (4)	54	55	55	56	56	56	56
1 (3)	44	44	44	44	44	43	43
2 (3)	60	60	60	60	60	60	60
3 (3)	53	53	53	53	53	53	53
4 (4)	76	76	76	77	77	78	78
5 (3)	64	64	64	64	64	64	64
6 (3)	66	66	66	67	67	67	67
TOTAL (23)	445	445	446	449	450	450	450

* Six Open Choice students included.

2022-2023 ENROLLMENT SUMMARY							
Grade (Sections)	08/2022*	09/2022*	10//2022*	11/30/2022	12/31/2022	01/31/2023*	02/28/2023*
PK	27	26	27	27	27	29	31
K (3)	44	43	43	43	43	42	42
1 (3)	56	56	56	56	56	56	56
2 (3)	54	54	54	54	53	53	53
3 (4)	71	72	73	73	73	73	74
4 (3)	65	66	66	66	66	65	65
5 (3)	64	65	65	65	65	65	64
6 (2)	47	47	47	47	47	47	47
TOTAL (21)	428	429	431	431	430	430	432

* Six Open Choice students included.

2021-2022 ENROLLMENT SUMMARY							
Grade (Sections)	08/2021*	09/2021*	10/2021*	11/30/2021	12/31/2021	01/31/2022*	02/28/2022*
PK	16	17	19	22	23	23	23
K (3)	50	49	50	50	51	51	51
1 (3)	51	51	51	51	51	51	51
2 (4)	66	66	66	66	67	66	66
3 (3)	57	57	57	58	59	59	59
4 (3)	58	59	59	60	60	60	61
5 (2)	40	40	42	43	43	43	43
6 (3)	49	49	50	51	51	51	52
TOTAL (21)	387	388	394	401	405	404	406

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

Memorandum



To: Board of Education Members

From: Cheryl Kiesel

Date: March 13, 2024

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: March 13, 2024

Re: Principal's Report

Under ADMINISTRATIVE REPORTS:

- BCS Happenings