

**BETHANY BOARD OF EDUCATION  
Regular Meeting**

**AGENDA**

**Wednesday, December 11, 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. PTO Report**

**3. Presentation**

- a. Student Achievement by Mr. Reed-Swale and Ms. Nathman

**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. November 13, 2024 Regular Meeting.....Action Item

**6. Committee Reports (Bylaw 9132)**

- a. Curriculum
- b. Finance
  - i. Report of expenditures and adjustments to the 2024-2025 Operating Budget through November 2024.....Action Item
- c. Policy

**7. Unfinished Business (Bylaw 9300)**

- a. Approved for first reading at the BOE Regular Meeting on November 13, 2024, the following policies are recommended for revision/no revision:
  - i. Mandated Revision

1. Policy 4000.1 – Title IX; Sex Discrimination or Harassment Prohibition
2. Policy 5145.44 – Title IX; Sex Discrimination or Harassment Prohibition

ii. Recommended Retirement

1. Policy 5145.53 – Transgender and Gender Non-Conforming Youth

iii. Recommended Revisions

1. Policy 5141.211 – Sunscreen Application in School
2. Policy 6146.2 – Statewide Proficiency/Mastery Examinations

iv. Technical Revisions

1. Policy 5133 – Use of Private Technology Devices by Students

v. No Revisions

1. Policy 6000 – Concept and Roles in Instruction
2. Policy 6114 – Emergencies and Disaster Preparedness
3. Policy 6115 – Ceremonies and Observances
4. Policy 6141.312 – Migrant Students
5. Policy 6161.2 – Care of Instructional Materials

- b. 2025-2026 School Calendar Discussion.....Action Item

**8. New Business (Bylaw 9300)**

- a. BOE Meeting Dates for Town Clerk.....Action Item

**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)**

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.

**13. Meeting Adjourned**

# Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: December 11, 2024

Re: Meeting Minutes

It is recommended under APPROVAL OF MINUTES:

Recommended Motion:

- a. Move the Bethany Board of Education accept the November 13, 2024 Regular Meeting Minutes as presented.

**BETHANY BOARD OF EDUCATION  
Regular Meeting Minutes  
BCS Learning Commons  
November 13, 2024**

**Present**

Angelo Amato  
Susan Bradford  
Joseph Cafasso  
John Paul Garcia  
Shannon Lane  
Caroline Leary  
Shawn Uscilla

**Administration**

Kai Byrd  
Cheryl Kiesel  
Tom Reed-Swale

**Absent**

Amy Lestinsky  
EJ Maher

**Call to Order**

Mr. Garcia called the meeting to order at 6:31 p.m.

**Change to Agenda**

**Motion** by Cafasso, seconded by Lane to amend the agenda to include a report from the Facilities Committee as item 5c on the agenda. *The motion carries 7 yes (Amato, Bradford, Cafasso, Garcia, Lane, Leary, Uscilla), 2 absent (Lestinsky, Maher)*

**PTO Report**

Mrs. Zaldo reported on recent and upcoming PTO events.

**Public Comment**

None

**Minutes**

**Motion** by Cafasso, seconded by Leary to accept the October 9, 2024 Regular Meeting Minutes as presented. *The motion carries 6 yes (Amato, Bradford, Cafasso, Garcia, Lane, Leary), 2 absent (Lestinsky, Maher), 1 abstain (Uscilla)*

**Committee Reports**

**Curriculum:**

The committee met on November 6, 2024. They received an update on Curriculum and Professional Learning and were provided an overview of the anticipated curriculum budget drivers in the 2025-2026 proposed budget.

**Finance:**

**Motion** by Amato, seconded by Uscilla to accept the report of expenditures and adjustments to the 2024-2025 Operating Budget through October 31, 2024. *The motion carries 7 yes (Amato, Bradford, Cafasso, Garcia, Lane, Leary, Uscilla), 2 absent (Lestinsky, Maher).*

**Facilities:**

The committee met on November 12, 2024 and received a building and grounds report. The committee discussed the next steps on the north campus ramp repair.

**Unfinished Business**

None

**New Business**

**Motion** by Cafasso, seconded by Amato to accept Policies 4000.1 and 5145.44 as presented with mandated revisions for first reading. *The motion carries 7 yes (Amato, Bradford, Cafasso, Garcia, Lane, Leary,*

*Uscilla, 2 absent (Lestinsky, Maher).*

**Motion** by Uscilla, seconded by Amato to accept Policy 5145.53 as presented for recommended retirement for first reading. *The motion carries 7 yes (Amato, Bradford, Cafasso, Garcia, Lane, Leary, Uscilla, 2 absent (Lestinsky, Maher).*

**Motion** by Leary, seconded by Cafasso to accept Policies 5141.211 and 6146.2 as presented with recommended revisions for first reading. *The motion carries 7 yes (Amato, Bradford, Cafasso, Garcia, Lane, Leary, Uscilla, 2 absent (Lestinsky, Maher).*

**Motion** by Lane, seconded by Uscilla to accept Policy 5133 as presented with technical revisions for first reading. *The motion carries 7 yes (Amato, Bradford, Cafasso, Garcia, Lane, Leary, Uscilla, 2 absent (Lestinsky, Maher).*

**Motion** by Leary, seconded by Lane to accept Policies 6000, 6114, 6115, 6141.312, and 6161.2 as presented with no revisions for first reading. *The motion carries 7 yes (Amato, Bradford, Cafasso, Garcia, Lane, Leary, Uscilla, 2 absent (Lestinsky, Maher).*

Mrs. Byrd presented the proposed 2025-2026 School Calendar for the Board's consideration and answered questions from Board members.

#### **Superintendent Report**

Mrs. Byrd reported that on October 31, 2024, PK-6 enrollment was 431 students.

Mrs. Byrd provided a personnel update.

Mrs. Byrd provided an update on the BCS K.I.D.S Program.

#### **Director Report**

Ms. Kiesel reported on Curriculum and Special Services and took questions from Board members.

#### **Principal Report**

Mr. Reed-Swale reported on BCS's recent and upcoming events and took questions from Board members.

#### **Chairman Report**

Mr. Garcia thanked Mr. Uscilla for his work on the Facilities Committee.

Mr. Garcia thanked Ms. Bradford for her work on the Policy Committee.

Mr. Garcia thanked the school staff and administration who participated in the town's trunk or treat event.

#### **Communications**

None

#### **Public Comment**

None

#### **Executive Session**

**Motion** by Amato, seconded by Leary that the Board of Education enter into Executive Session to discuss the Superintendent's goals and Kai Byrd is invited to attend. *The motion carries 7 yes (Amato, Bradford, Cafasso, Garcia, Lane, Leary, Uscilla, 2 absent (Lestinsky, Maher).*

**Present**

Angelo Amato  
Susan Bradford  
Joseph Cafasso  
John Paul Garcia  
Shannon Lane  
Caroline Leary  
Shawn Uscilla

**Other**

Kai Byrd

**Absent**

Amy Lestinsky  
EJ Maher

**Reconvene**

Moved from Executive Session and the regular meeting reconvened at 8:24 p.m.

**Adjournment**

The meeting adjourned at 8:24 p.m.

**Visitors in Attendance**

**In Person: 2**

**On Livestream: No Livestream for this meeting**

Donna Ricciardi  
Recording Secretary

# Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: December 11, 2024

Re: Finance Committee Report of Expenditures and Adjustments

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

The attached report presents the adopted 2024-2025 Operating Budget with encumbrances through November 30, 2024.

Recommended Motion:

- i. Move that the Board of Education accept the report of expenditures and adjustments to the 2024-2025 Operating Budget through November 30, 2024.

| Bethany Board of Education                               |                    |                    |                    |                        |                    |                 |                    |                  |
|----------------------------------------------------------|--------------------|--------------------|--------------------|------------------------|--------------------|-----------------|--------------------|------------------|
| Operating Budget 2024-2025 Summary - as of November 2024 |                    |                    |                    |                        |                    |                 |                    |                  |
|                                                          | Adopted<br>Budget  | Revised<br>Budget  | YTD<br>July-June   | Forecast               | Var\$<br>October   | Var%<br>October | Var\$<br>November  | Var%<br>November |
| <b>General Education</b>                                 |                    |                    |                    |                        |                    |                 |                    |                  |
| <b>Salaries</b>                                          |                    |                    |                    |                        |                    |                 |                    |                  |
| Certified                                                | \$2,468,422        | \$2,466,864        | \$665,057          | \$2,393,721            | \$ 26,848          | 1.09%           | \$ 73,143          | 2.97%            |
| Curriculum (Supplemental)                                | \$0                | \$0                | \$0                | \$0                    | \$ -               | 0.00%           | \$ -               | 0.00%            |
| Non-Certified                                            | \$272,806          | \$264,766          | \$107,468          | \$256,591              | \$ 8,175           | 3.09%           | \$ 8,175           | 3.09%            |
| Nurse                                                    | \$55,742           | \$55,742           | \$0                | \$55,742               | \$ -               | 0.00%           | \$ -               | 0.00%            |
| <b>Total Salaries</b>                                    | <b>\$2,796,970</b> | <b>\$2,787,372</b> | <b>\$772,525</b>   | <b>\$2,706,054</b>     | <b>\$ 35,023</b>   | <b>1.26%</b>    | <b>\$ 81,318</b>   | <b>2.92%</b>     |
| <b>Benefits</b>                                          |                    |                    |                    |                        |                    |                 |                    |                  |
|                                                          | <b>\$506,581</b>   | <b>\$506,581</b>   | <b>\$157,047</b>   | <b>\$446,581</b>       | <b>\$ -</b>        | <b>0.00%</b>    | <b>\$ 60,000</b>   | <b>11.84%</b>    |
| <b>Services</b>                                          |                    |                    |                    |                        |                    |                 |                    |                  |
| BCS                                                      | \$5,300            | \$5,300            | \$1,207            | \$5,300                | \$ -               | 0.00%           | \$ -               | 0.00%            |
| Curriculum                                               | \$96,999           | \$93,249           | \$60,898           | \$93,249               | \$ -               | 0.00%           | \$ -               | 0.00%            |
| IT                                                       | \$68,500           | \$68,500           | \$35,630           | \$94,500               | \$ (26,000)        | -37.96%         | \$ (26,000)        | -37.96%          |
| <b>Total Services</b>                                    | <b>\$170,799</b>   | <b>\$167,049</b>   | <b>\$97,735</b>    | <b>\$193,049</b>       | <b>\$ (26,000)</b> | <b>-15.56%</b>  | <b>\$ (26,000)</b> | <b>-15.56%</b>   |
| <b>Supplies</b>                                          |                    |                    |                    |                        |                    |                 |                    |                  |
| BCS                                                      | \$66,660           | \$66,660           | \$32,622           | \$66,660               | \$ -               | 0.00%           | \$ -               | 0.00%            |
| Curriculum                                               | \$4,600            | \$4,600            | \$788              | \$4,600                | \$ -               | 0.00%           | \$ -               | 0.00%            |
| IT                                                       | \$100,020          | \$100,020          | \$113,408          | \$108,860              | \$ (8,840)         | -8.84%          | \$ (8,840)         | -8.84%           |
| <b>Total Supplies</b>                                    | <b>\$171,280</b>   | <b>\$171,280</b>   | <b>\$146,818</b>   | <b>\$180,120</b>       | <b>\$ (8,840)</b>  | <b>-5.16%</b>   | <b>\$ (8,840)</b>  | <b>-5.16%</b>    |
| <b>Other</b>                                             |                    |                    |                    |                        |                    |                 |                    |                  |
| BCS                                                      | \$1,550            | \$1,550            | \$1,071            | \$1,550                | \$ -               | 0.00%           | \$ -               | 0.00%            |
| Curriculum                                               | \$670              | \$670              | \$0                | \$670                  | \$ -               | 0.00%           | \$ -               | 0.00%            |
| IT                                                       | \$33,720           | \$53,720           | \$40,154           | \$36,720               | \$ 17,000          | 31.65%          | \$ 17,000          | 31.65%           |
| <b>Total Other</b>                                       | <b>\$35,940</b>    | <b>\$55,940</b>    | <b>\$41,225</b>    | <b>\$38,940</b>        | <b>\$ 17,000</b>   | <b>30.39%</b>   | <b>\$ 17,000</b>   | <b>30.39%</b>    |
| <b>Subtotal</b>                                          | <b>\$3,681,570</b> | <b>\$3,688,221</b> | <b>\$1,215,350</b> | <b>\$3,564,743</b>     | <b>\$ 17,183</b>   | <b>0.47%</b>    | <b>\$ 123,478</b>  | <b>3.35%</b>     |
| <b>Special Education</b>                                 |                    |                    |                    |                        |                    |                 |                    |                  |
| Salaries                                                 | \$1,417,928        | \$1,419,648        | \$173,612          | \$1,305,992            | \$ 69,678          | 4.91%           | \$ 113,657         | 8.01%            |
| Benefits                                                 | \$278,774          | \$278,774          | \$126,417          | \$278,774              | \$ -               | 0.00%           | \$ -               | 0.00%            |
| Services                                                 | \$400,256          | \$400,256          | \$149,813          | \$512,935              | \$ -               | 0.00%           | \$ (112,679)       | -28.15%          |
| Supplies                                                 | \$9,566            | \$9,566            | \$7,533            | \$9,566                | \$ -               | 0.00%           | \$ -               | 0.00%            |
| Other                                                    | \$2,490            | \$2,490            | \$555              | \$2,490                | \$ -               | 0.00%           | \$ -               | 0.00%            |
| <b>Subtotal</b>                                          | <b>\$2,109,014</b> | <b>\$2,110,734</b> | <b>\$457,930</b>   | <b>\$2,109,756</b>     | <b>\$ 69,678</b>   | <b>3.30%</b>    | <b>\$ 978</b>      | <b>0.05%</b>     |
| <b>Operations and Overhead</b>                           |                    |                    |                    |                        |                    |                 |                    |                  |
| Salaries                                                 | \$1,110,471        | \$1,066,510        | \$400,885          | \$1,066,510            | \$ -               | 0.00%           | \$ -               | 0.00%            |
| Benefits                                                 | \$247,219          | \$247,219          | \$75,163           | \$247,219              | \$ -               | 0.00%           | \$ -               | 0.00%            |
| Services                                                 | \$155,367          | \$165,956          | \$92,799           | \$165,956              | \$ -               | 0.00%           | \$ -               | 0.00%            |
| Supplies                                                 | \$44,800           | \$44,800           | \$22,905           | \$44,800               | \$ -               | 0.00%           | \$ -               | 0.00%            |
| Utilities (Electricity)                                  | \$138,000          | \$138,000          | \$50,479           | \$138,000              | \$ -               | 0.00%           | \$ -               | 0.00%            |
| Facilities and Maintenance                               | \$142,105          | \$167,105          | \$83,902           | \$167,105              | \$ -               | 0.00%           | \$ -               | 0.00%            |
| Student Transportation                                   | \$300,672          | \$300,672          | \$92,301           | \$ 300,672.00          | \$ -               | 0.00%           | \$ -               | 0.00%            |
| Other                                                    | \$19,800           | \$19,800           | \$8,938            | \$ 19,800.00           | \$ -               | 0.00%           | \$ -               | 0.00%            |
| <b>Subtotal</b>                                          | <b>\$2,158,434</b> | <b>\$2,150,063</b> | <b>\$827,373</b>   | <b>\$ 2,150,062.80</b> | <b>\$ -</b>        | <b>0.00%</b>    | <b>\$ -</b>        | <b>0.00%</b>     |
| <b>Total</b>                                             | <b>\$7,949,018</b> | <b>\$7,949,018</b> | <b>\$2,500,653</b> | <b>\$7,824,562</b>     | <b>\$ 86,861</b>   | <b>1.09%</b>    | <b>\$ 124,456</b>  | <b>1.57%</b>     |
| <b>Prek Account</b>                                      |                    |                    |                    |                        |                    |                 |                    |                  |
| as of 07/01/2024                                         |                    |                    | Revenue            | Expenditures           | Balance            |                 |                    |                  |
| Tuition Revenue for FY                                   |                    |                    | \$5,790.46         |                        | \$84,949.50        |                 |                    |                  |
| Total Expenditures for FY                                |                    |                    |                    | \$20,018.89            | \$90,739.96        |                 |                    |                  |
| Estimated Balance at Month End                           |                    |                    |                    |                        | \$70,721.07        |                 |                    |                  |
| <b>10-248a</b>                                           |                    |                    |                    |                        |                    |                 |                    |                  |
| as of 07/01/2024                                         |                    |                    | Revenue            | Expenditures           | Balance            |                 |                    |                  |
| Total Revenue for FY                                     |                    |                    | \$63,397.93        |                        | \$360,013.55       |                 |                    |                  |
| Total Expenditures for FY                                |                    |                    |                    | \$0.00                 | \$423,411.48       |                 |                    |                  |
| Estimated Balance at Month End                           |                    |                    |                    |                        | \$423,411.48       |                 |                    |                  |
| excess cost =                                            |                    |                    |                    |                        |                    |                 |                    |                  |
| #1 rcv'd=                                                |                    |                    |                    |                        |                    |                 |                    |                  |
| #2 rcv'd =                                               |                    |                    |                    |                        |                    |                 |                    |                  |
|                                                          |                    |                    |                    |                        |                    |                 |                    |                  |
|                                                          |                    |                    |                    |                        |                    |                 |                    |                  |
| Total =                                                  |                    |                    |                    |                        |                    |                 |                    |                  |

# Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: December 11, 2024

Re: Unfinished Business

It is recommended that under UNFINISHED BUSINESS:

## Recommended Motions:

- a.(i)1-2 Move that the Bethany Board of Education approve the mandated revisions to the following policies as presented:
  - 1. Policy 4000.1 – Title IX; Sex Discrimination or Harassment Prohibition
  - 2. Policy 5145.44 – Title IX; Sex Discrimination or Harassment Prohibition
- a.(ii)1 Move that the Bethany Board of Education approve the recommended retirement to the following policy as presented:
  - 1. Policy 5145.53 – Transgender and Gender Non-Conforming Youth
- a.(iii)1-2 Move that the Bethany Board of Education approve the recommended revisions to the following policies as presented:
  - 1. Policy 5141.211 – Sunscreen Application in School
  - 2. Policy 6146.2 – Statewide Proficiency/Mastery Examinations
- a.(iv)1 Move that the Bethany Board of Education approve the technical revisions to the following policies as presented:
  - 1. Policy 5133 – Use of Private Technology Devices by Students
- a.(v)1-5 Move that the Bethany Board of Education approve no revisions to the following policies as presented:
  - 1. Policy 6000 – Concept and Roles in Instruction
  - 2. Policy 6114 – Emergencies and Disaster Preparedness
  - 3. Policy 6115 – Ceremonies and Observances
  - 4. Policy 6141.312 – Migrant Students
  - 5. Policy 6161.2 – Care of Instructional Materials

**Susan Bradford**

---

**From:** Shipman & Goodwin LLP <info@goodwin.com>  
**Sent:** Tuesday, July 30, 2024 1:29 PM  
**To:** sbradford@bethany-ed.org  
**Subject:** Model Policy Update - July 30, 2024



## **To Our Model Policy Subscribers:**

### **New Title IX Sex Discrimination Policy for Series 4000 (Personnel) and Series 5000 (Students)**

The U.S. Department of Education recently issued the 2024 Title IX Final Rule on sex discrimination, including sex-based harassment (the “Final Rule”), which becomes effective on August 1, 2024. The Final Rule redefines sex-based harassment and broadens the scope of sex discrimination to include sex stereotyping, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity. We revised this policy and administrative regulations in accordance with the Final Rule, including new definitions and new grievance procedures. While we have included revised sex discrimination policies in Series 4000 (Personnel) and Series 5000 (Students), both policies are the same. Additional information about the Title IX changes can be found on the [Shipman Title IX Resource Center](#).

We are in the process of revising a variety of additional model policies in accordance with the 2024 legislative changes. We will notify model policy subscribers by email once these additional revisions are available in the portal.

For access to these policies, regulations, and accompanying documents, please

**Mandated Revision****Title IX; Sex Discrimination or Harassment Prohibition**

The Bethany Board of Education (Board) and the Bethany Public School District (District), policy is to maintain a working environment free from any form of sex discrimination or sexual harassment and prohibits sex discrimination or sexual harassment in any education program or activity that the Board and/or District operate, as required by Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq. and its implementing regulations ("Title IX"), as it may be amended from time to time, Title VII of the Civil Rights Act of 1964 ("Title VII"), and Connecticut law. Sex discrimination and sexual harassment include discrimination or harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity or expression. ~~The Board agrees to comply with Title IX of the Education Amendments of 1972 and the Regulations as amended in the Final Rule.~~

~~The Bethany Public School District (District),~~ The Board and/or the District, as required, shall respond whenever any employee has notice of or complaint of sex discrimination or sexual harassment, including allegations of sexual harassment. Title IX applies to persons in the District because its education programs or activities receive Federal financial assistance. ~~This policy applies to all of the District's programs or activities, whether such programs or activities occur on or off campus.~~

Inquiries, reports or complaints regarding Title IX may be directed to the Bethany Public School District or the U.S. Department of Education's Office for Civil Rights or both using the contact addresses and phone numbers noted below.

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

U.S. Department of Education's Office for Civil Rights, Boston Office,  
U.S. Department of Education, 9<sup>th</sup> Floor,  
5 Post Office Square, Boston, MA 02109-3921  
(617) 289-0111

The Board requires the Superintendent to promulgate and publish on the District's website, Administrative Regulations and grievance procedures that provide for the prompt and equitable resolution of complaints in accordance with Connecticut and Federal Law in furtherance of this policy.

Legal Reference: ~~United States Constitution, Article XIV~~

Civil Rights Act of 1964, Title VII, 42 U.S.C. § 2000-e2(a).

Equal Employment Opportunity Commission Policy Guidance on Current Issues of Sexual Harassment (N-915.050) March 19, 1990 (N-915.035).

Title IX of the Education Amendments of 1972, 20 ~~USCS~~ USC §1681, et seq.

Title IX of the Education Amendments of 1972, 34 CFR § ~~106~~ 106.1, et seq.

~~Title IX Final Rule, 34 CFR § 106.45, et seq., May 6, 2020~~

~~34 CFR § 106.8(b), OCR Guidelines for Title IX.~~

~~Federal Register, Volume 62, #49, 29 CFR § 1606.8 (a) 62, Federal Register, 12033, and 66 Federal Register 5512~~

~~The Clery Act, 20 U.S.C. § 1092(f)~~

~~The Violence Against Women Act, 34 U.S.C. § 12291(a)~~

~~Mentor~~ Meritor Savings Bank, FSB v. Vinson, 477 US.57 (1986)

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

~~Burlington Industries, Inc. v. Ellerth, No. 97-569, (U.S. Supreme Court, June 26, 1998)~~

~~Gebser~~ Gebser v. Lago Vista ~~Indiana~~ Independent School District, 524 U.S. 274 (1998) ~~No. 99-1866, (U.S. Supreme Court, June 26, 1998)~~

~~Davis v. Monroe~~ Monroe County Board of Education, 526 U.S. 629 (1999) ~~No. 97-843, (U.S. Supreme Court, May 24, 1999.)~~

Connecticut General Statutes § 10-15c - Discrimination in public schools prohibited.

Connecticut General Statutes § 46a-54 - Commission powers Connecticut

Connecticut General Statutes § 46a-60 - Discriminatory employment practices prohibited

Connecticut General Statutes § 46a-81c - Sexual orientation discrimination: Employment

Connecticut General Statutes § 10-153 - Discrimination on the basis of sex, gender identity or expression or marital status prohibited

Connecticut Agencies Regulations § 46a-54-200 through §46a-54-207

Brittell v. Department of Correction, 247 Conn. 148 (1998)

Fernandez v. Mac Motors, Inc., 205 Conn. App. 669 (2021)

~~Constitution of the State of Connecticut, Article I, § 20.~~

~~Public Act 19-16~~

Policy adopted: August 12, 2020

Policy revised: May 10, 2023

Policy revised:

Source: ~~GABE~~ Shipman

**Mandated Revision****Title IX; Sex Discrimination or Harassment Prohibition**

The Bethany Board of Education (Board) and the Bethany Public School District (District), policy is to maintain a learning environment free from any form of sex discrimination or sexual harassment and prohibits sex discrimination or sexual harassment in any education program or activity that the Board and/or District operate, as required by Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq. and its implementing regulations ("Title IX"), as it may be amended from time to time, Title VII of the Civil Rights Act of 1964 ("Title VII"), and Connecticut law. Sex discrimination and sexual harassment include discrimination or harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity or expression. ~~The Board agrees to comply with Title IX of the Education Amendments of 1972 and the Regulations as amended in the Final Rule.~~

The Board and/or the District, as required, shall respond whenever ~~any employee has notice of it has~~ notice of or complaint of sex discrimination or sexual harassment, including allegations of sexual harassment from any person participating in the District's education programs or activities including students or their parent, guardian or authorized legal representative. Title IX applies to persons in the Bethany Public School District (District) because its education programs or activities receive Federal financial assistance. ~~This policy applies to all of the District's programs or activities, whether such programs or activities occur on or off campus.~~

Inquiries, reports or complaints regarding Title IX may be directed to the Bethany Public School District or the U.S. Department of Education's Office for Civil Rights or both using the contact addresses and phone numbers noted below.

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

U.S. Department of Education's Office for Civil Rights, Boston Office,  
U.S. Department of Education, 9<sup>th</sup> Floor,  
5 Post Office Square, Boston, MA 02109-3921  
(617) 289-0111

The Board requires the Superintendent to promulgate and publish on the District's website, Administrative Regulations and grievance procedures that provide for the prompt and equitable resolution of complaints in accordance with Connecticut and Federal Law in furtherance of this policy.

Legal Reference: ~~United States Constitution, Article XIV~~

Civil Rights Act of 1964, Title VII, 42 U.S.C. § 2000-e2(a).

Equal Employment Opportunity Commission Policy Guidance on Current Issues of Sexual Harassment (N-915.050) March 19, 1990 (N-915.035).

Title IX of the Education Amendments of 1972, 20 ~~USCS~~ USC §1681, et seq.

Title IX of the Education Amendments of 1972, 34 CFR § ~~106~~ 106.1, et seq.

~~Title IX Final Rule, 34 CFR § 106.45, et seq., May 6, 2020~~

~~34 CFR § 106.8(b), OCR Guidelines for Title IX.~~

BETHANY PUBLIC SCHOOL DISTRICT  
Bethany, Connecticut

~~Federal Register, Volume 62, #49, 29 CFR § 1606.8 (a) 62, Federal Register, 12033, and 66 Federal Register 5512~~

~~The Clery Act, 20 U.S.C. § 1092(f)~~

~~The Violence Against Women Act, 34 U.S.C. § 12291(a)~~

~~Mentor~~ Meritor Savings Bank, FSB v. Vinson, 477 US.57 (1986)

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

~~Burlington Industries, Inc. v. Ellerth, No. 97-569, (U.S. Supreme Court, June 26, 1998)~~

~~Gebser~~ Gebser v. Lago Vista ~~Indiana~~ Independent School District, 524 U.S. 274 (1998) ~~No. 99-1866, (U.S. Supreme Court, June 26, 1998)~~

~~Davis v. Monroe~~ Monroe County Board of Education, 526 U.S. 629 (1999) ~~No. 97-843, (U.S. Supreme Court, May 24, 1999.)~~

Connecticut General Statutes § 10-15c - Discrimination in public schools prohibited.

Connecticut General Statutes § 46a-54 - Commission powers Connecticut

Connecticut General Statutes § 46a-60 - Discriminatory employment practices prohibited

Connecticut General Statutes § 46a-81c - Sexual orientation discrimination: Employment

Connecticut General Statutes § 10-153 - Discrimination on the basis of sex, gender identity or expression or marital status prohibited

Connecticut Agencies Regulations § 46a-54-200 through §46a-54-207

Brittell v. Department of Correction, 247 Conn. 148 (1998)

Fernandez v. Mac Motors, Inc., 205 Conn. App. 669 (2021)

~~Constitution of the State of Connecticut, Article I, § 20.~~

~~Public Act 19-16~~

Policy adopted: August 12, 2020  
Policy reviewed: May 10, 2023  
Policy revised:

Source: ~~CABE~~ Shipman

**Retire – Now covered under Non-Discrimination and Title IX policies****Transgender and Gender Non-Conforming Youth**

Federal and state law requires that all programs, activities, and employment practices be free from **discrimination based on sex, sexual orientation, or gender identity or expression**. The goal is to ensure the safety, comfort, and healthy development of the transgender or gender non-conforming student while maximizing the student's social integration and minimizing stigmatization of the student.

The Board of Education directs the Superintendent to establish administrative regulations designed in keeping with these mandates to create a safe learning environment for all students and to ensure that every student has equal access to all school programs and activities.

Legal References:

- Connecticut General Statutes § 1-1n
- Connecticut General Statutes § 10-15c
- Connecticut General Statutes § 10-209
- Connecticut General Statutes § 10-222g
- Connecticut General Statutes § 46a-51
- Connecticut General Statutes § 46a-58(a)
- Connecticut General Statutes § 46a-60
- Connecticut General Statutes § 46a-64(a)(1)(2)
- Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706(7)(b)
- Public Act 07-62
- Public Act 11-55
- Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681(a)
- 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)
- Burlington Industries, Inc. v. Ellerth*, No. 97-569, (U.S. Supreme Court, June 26, 1998)
- Gebser v. Lago Vista Indiana 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)
- 20 U.S.C. 1232g, Federal Family Educational Rights and Privacy Act of 1974
- Guidance on Civil Rights Protections and Supports for Transgender Students, Connecticut State Department of Education, June 2017

Policy adopted: January 11, 2017  
Policy revised: April 7, 2021  
[Policy retired:](#)

Source: CABE

**Recommended Revision****Sunscreen Application in School**

The Bethany Board of Education (Board) permits the application of sunscreen by students within the Bethany Public School District, in accordance with State law. Specifically, notwithstanding the provisions of Connecticut General Statutes and the Board's policy and administrative regulation concerning the administration of medication in school, any student who is six (6) years of age or older may possess and self-apply an over the counter sunscreen product while in school prior to engaging in any outdoor activity.

For a student to apply sunscreen prior to engaging in any outdoor activity, the following elements must be met:

1. The student's parent or guardian must sign the Board's written authorization and submit the authorization to the school nurse; and
2. The student and the student's parent or guardian, where applicable, must comply with any individual school procedures concerning the possession and self-application of sunscreen in school.

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

Legal Reference:       Connecticut General Statutes § 10-212a  
                                  Connecticut General Statutes § 10-212h

Policy adopted:       January 8, 2020  
Policy revised:       April 7, 2021  
Policy revised:

Source: Shipman

**Recommended Revision****Statewide Proficiency/Mastery Examinations**

Each student enrolled in grades three (3) through six (6) inclusive shall annually take a mastery examination that measures essential and grade-appropriate skills in reading, language arts, and mathematics during a time period specified by the State Department of Education. Each student enrolled in grade five shall annually, during the time period specified by the State Department of Education, take a state-wide mastery examination that measures essential and grade appropriate skills in science: (Next Generation Science Standards). The State Board of Education (SBE) shall approve the provision and administration of all mastery examinations. All examinations shall take place during the regular school day.

The Bethany Public School District may not require achievement of a satisfactory score on a mastery examination or any subsequent retest on a component of such examinations as the sole criterion of promotion or graduation.

Special education students shall participate in mastery testing except in the rare case when their planning and placement team determines that participation would be inappropriate and recommends the use of an alternative assessment as specified by the SBE.

All English Learners (ELs) including recently arrived, defined as those students whose initial entry date in a U.S. school is less than two years (24 months) prior to test administration are required to participate in all content areas of the state summative assessment.

All students identified as ELs will take the LAS Links Assessment. Scores on each component of the mastery examination for ELs who have been enrolled in school in this state or another state for fewer than twenty (20) school months shall not be used for the purposes of calculating the school performance index as defined in Connecticut General Statutes Section 10-223e.

Scores from year 1 are ready to serve as a baseline for academic growth in Year 2. In year 3, the scores of recently arrived ELs will be included toward academic achievement and academic growth indicators in Connecticut's accountability system.

Any alternate assessment, including the Connecticut Alternate Assessment, of students enrolled in special education, shall be available only to those students with significant cognitive disabilities. Students with significant cognitive disabilities in grades three (3) through six (6) shall be assessed with the Connecticut Alternate Assessment in language arts and mathematics. In science, eligible students with significant cognitive disabilities will be assessed with the Connecticut Alternate Science Assessment in grade five (5).

In compliance with federal law, out-of-level testing is not an option for students enrolled in special education.

The Bethany Board of Education (Board) recognizes that federal law requires full participation of all students on the state summative assessments, with a minimum standard for the participation rate of at least 95 percent of all students and all student groups for each subject. Further, the Board realizes there are consequences for the District not meeting this participation role threshold on these state summative assessments.

## INSTRUCTION

**6146.2(b)**

Legal Reference: Connecticut General Statutes § 10-14n, as amended  
Connecticut General Statutes § 10-14o  
Connecticut General Statutes § 10-14p  
Connecticut General Statutes § 10-14q  
Connecticut General Statutes § 10-223e  
Public Act 15-238  
Public Law § 107-110  
Title I, 34 CFR, Part 200  
34 CFR, Part 200

Policy adopted: September 9, 1991  
Policy revised: February 11, 2015  
Policy revised: May 10, 2017  
Policy revised: April 7, 2021  
[Policy revised:](#)

Source: CABE

**Technical Revision****Use of Private Technology Devices by Students**

Students may possess Privately owned technological devices on school property and/or during school-sponsored activities, in accordance with the mandates of this policy and any applicable administrative regulations as may be developed by the Superintendent of Schools.

**Definitions**Board Technology Resources

For the purposes of this policy, "Board technology resources" refers to the Bethany Board of Education's (Board) computers and instructional technologies; communications and data management systems; informational technologies and the Internet; and any other technology resources owned and/or used by the Bethany Public School District (District) and accessible by students.

Privately Owned Technological Devices

For the purposes of this policy, "Privately owned technological devices" refers to privately owned desktop computers, personal computing devices cellular phones, Smartphones, network access devices, radios, personal audio players CD players, tablets, walkie-talkies, personal gaming systems, Bluetooth speakers, personal data assistants, AirPods, wireless headphones/earbuds, Apple watches, other wearable technology, and other electronic signaling devices.

**Use of Privately Owned Technological Devices**

Privately owned technological devices may not be used during instructional time, except as specifically permitted by instructional staff.

On school property, at a school-sponsored activity, while in use for a remote learning activity, or while being used to access or utilize the Board's technology resources, the use of any such device for an improper purpose is prohibited. Improper purposes include, but are not limited to:

- Sending any form of harassing, threatening, or intimidating message, at any time, to any person (such communications may also be a crime);
- Gaining or seeking to gain unauthorized access to Board technology resources;
- Damaging Board technology resources;
- Accessing or attempting to access any material that is obscene or contains pornography;
- Cyberbullying;
- Using such device to violate any school rule, including the unauthorized recording (photographic, video, or audio) of another individual without the permission of the individual or a school staff member; or
- Taking any action prohibited by any Federal or State law.

**Search of Privately Owned Technological Devices**

A student's Privately Owned Technological Device may be searched if the device is on Board property or in a student's possession at a school-sponsored activity and if there are reasonable grounds for suspecting that the search will turn up evidence that the student has violated or is violating either the law or the rules of the school. Any such search shall be reasonably related to the objectives of the search and not excessively intrusive in light of the age and sex of the student and the nature of the infraction.

**Responsibility for Privately Owned Technological Devices**

Students are responsible for the safety and use of their Privately owned technological devices. If a Privately Owned Technology Device is stolen, lost, or damaged while the device is on school property or during a school-sponsored activity, a report should be made to the building principal, who will investigate the loss in a manner consistent with the procedures for stolen or damaged personal property. Students and parents/guardians should be aware that the Board is not liable for any Privately Owned Technological Device that is stolen, lost, or damaged while at school or during a school-sponsored activity. For that reason, students are advised not to share or loan their Privately owned technological devices with other students.

**Disciplinary Action**

Misuse of the Board's Technology Resources and/or the use of Privately owned technological devices to access or utilize the Board's Technology Resources in an inappropriate manner or the use of such devices in any manner inconsistent with this policy will not be tolerated and will result in disciplinary action. For students, a violation of this policy may result in loss of access privileges, a prohibition on the use and/or possession of Privately owned technological devices on school property or at school-sponsored activities, and/or suspension or expulsion in accordance with the Board's policies related to student discipline.

**Access to Board Technology Resources**

The Board may permit students, using their privately owned technology devices, to access the Board technology resources used by the District and accessible by students. Additionally, it is the expectation of the Board that students who access these resources while using Privately Owned Technology Devices will act at all times appropriately in ways that are fully in accord with applicable policies and administrative regulations concerning technology use as well as all local, state, and federal laws.

Through the publication and dissemination of this policy statement and others related to use of the Board's computer systems, as well as other instructional means, the Board educates students about the Board's expectations for technology users.

The Board's Technology Resources shall only be used to access educational information and to promote learning activities both at home and at school. Students are expected to act at all times appropriately in ways that are fully in accord with applicable policies concerning technology use as well as all local, state, and federal laws when using the Board technology resources. Failure to do so will result in the consequences outlined herein and in other applicable policies (including, but not limited to, the Safe School Climate Plan, the Student Discipline Policy, and the Use of Computers Policy).

Students must abide by the procedures outlined in this policy and all policies and applicable regulations outlined in the Board's computer use and other applicable policies. Students will be given specific information for log-on and access procedures for using school accounts. No user may deviate from these log-on/access procedures. Students are advised that the Board's network administrators have the capability to identify users and to monitor all Privately owned technological devices while they are logged on to the network. Students must understand that the Board has reserved the right to conduct monitoring of Board technology resources and can do so despite the assignment to individual users of passwords for system security. Any password systems implemented by the Board are designed solely to provide system security from unauthorized users, not to provide privacy to the individual system user. The system's security aspects, message delete function, and personal passwords can be bypassed for monitoring purposes. Therefore, students should be aware that they should not have any expectation of personal privacy in the use of Privately owned technological devices to access Board technology resources. This provision applies to any and all uses of the Board's technology resources and any Privately owned technological devices that access the same.

**Harm to Board Technology Resources**

Any act by a student using a Privately Owned Technological Device that harms the Board's Technology Resources or otherwise interferes with or compromises the integrity of Board technology resources will be considered vandalism and will be subject to discipline and/or appropriate criminal or civil action.

**Closed Forum**

This policy shall not be construed to establish a public forum or a limited open forum.

Legal References:      Connecticut General Statutes § 10-233j  
                                 Connecticut General Statutes § 31-48d  
                                 Connecticut General Statutes §§ 53a-182; 53a-183; 53a-250 et seq.  
                                 Electronic Communication Privacy Act of 1986, Pub.L. 99-508, codified at 28 U.S.C. §§ 2510 through 2520

Policy adopted:      June 11, 2014  
Policy revised:      November 9, 2016  
Policy revised:      December 13, 2017  
Policy revised:      April 8, 2020  
Policy revised:      August 12, 2020  
Policy revised:      December 14, 2022

**[Policy revised:](#)**

Source: ~~CABE~~ [Shipman](#)

**Concept and Roles in Instruction****Student Achievement**

The Bethany Board of Education (Board) recognizes that the key work of school boards is to establish and promote a clear vision of student achievement as the top priority of the Bethany Public School District (District). The Superintendent will ensure development and implementation of a District-wide program for student achievement improvement that engages District stakeholders in a continuous improvement planning process that provides for annual review, revision as needed, and reports to the community. The District's program will be reflected in the District Strategic Plan and will include, but not be limited to, the following:

- Self-evaluation of current and prior disaggregate student achievement and behavioral data, including student and community demographics, District progress toward development and implementation of improvement programs, and community satisfaction.
- Data-driven goal setting and student learning objectives.
- Assessment systems for measuring students' progress in the fundamental learning areas.
- Action planning including provisions for accountability, professional staff development, steps to assure a safe educational environment conducive to learning, identification of local efficiencies and resources, steps to assure all students have access to the educational opportunities needed to meet the high standards of the State and District, resource allocation and realignment strategies needed to support improvement areas.
- Reporting systems for informing the community, and the State, of assessment results.

The District's program will be consistent with the requirements of the Connecticut Department of Education and reflected in the District Strategic Plan.

The Board, will in striving for continuous improvement of student achievement, annually review District and individual school data on student achievement. In addition, the Board will prioritize, allocate and realign resources as necessary.

**School Accountability**

The primary purpose of schooling is the transmission of knowledge and culture through which students learn in areas necessary to their continuing development and entry into the world of work. To fulfill that purpose, the State Board of Education prepared Connecticut's Common Core of Learning. The Board gives priority in the allocation of resources, including funds, time, personnel, and facilities, to fulfilling this purpose.

**Quality Assurance**

The Board shall continuously monitor the quality of the District's work. The Superintendent shall supervise the school's process for continuous school improvement.

The Superintendent shall regularly report the District's progress to the Board and seek Board approval for the District Strategic Plan.

Legal References:      No Child Left Behind Act, §1116, 20 U.S.C. §6316  
                                 105 ILCS 5/2-3.63, 5/2-3.64, 5/10-21.3a, and §5/27-1

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

[Policy reviewed:](#)

Source: CABE

**No Change Recommended****Emergencies and Disaster Preparedness**

The Board of Education recognizes that the health, welfare, and safety of its students and employees are dependent upon sound emergency preparedness planning. All employees of the Bethany Public School District (District) are responsible for doing everything in their power to promote the safety of all of the students at all times. District staff shall be prepared to respond immediately and responsibly to any combination of events which threaten to result in a disaster as well as to a disaster when it occurs.

The Superintendent or his/her designee shall use state-approved School Security and Safety Plan Standards and the accompanying School Security and Safety Plan Template to be compliant with the National Incident Management System, and incorporate the National Incident Command System when updating District and school level emergency and disaster preparedness plans. Such plan shall be based upon the standards issued by the Department of Emergency Services and Public Protection/Division of Emergency Management and Homeland Security and the accompanying School Security and Safety Plan Template. In addition to preparedness and response, the plan shall provide guidance on recovery from any emergency incident.

The District will cooperate with local law enforcement, fire department and civil defense authorities, and other civic agencies in the event of a declared emergency situation.

The school shall establish a school security and safety committee which will assist in developing and administering the school's safety and security plan.

**First Aid and CPR**

At least one (1) person at the school should hold current first aid and/or CPR certification.

Legal References:      Connecticut General Statutes § 10-221  
                                 Connecticut General Statutes § 10-222m  
                                 Connecticut General Statutes § 10-222n  
                                 Connecticut General Statutes § 10-231  
                                 Connecticut General Statutes § 52-557b  
                                 P.A. 13-3 §§ 86-88

Policy adopted:      September 1, 1991  
Policy revised:      June 10, 2015  
Policy revised:      May 10, 2017  
Policy revised:      April 7, 2021

[Policy reviewed:](#)

Source: CABE

**No Change Recommended****Ceremonies and Observances**

The Bethany Board of Education (Board) directs that the school administration provide students and staff with appropriate direction and guidance regarding ceremonies and observances.

**Holiday Celebrations and Observances**

The school administration is responsible for monitoring compliance with this policy. Pertinent information will be included in the student-parent and staff handbooks.

**Recognition of Religious Holidays**

The objective study of religious holidays provides a natural opportunity to promote an appreciation for and respect for diversity. Learning opportunities should extend beyond Judeo-Christian beliefs; reflecting the diversity of global cultures.

1. Recognition of religious holidays will not dominate the educational program and must support curricular objectives.
2. All religions must be afforded equal dignity, but none advanced nor disparaged.
3. Decorations which are part of custom, that have no direct religious meaning (Christmas tree, Menorah) may be displayed. Tree decoration should not promote religion nor require student participation.
4. Programs should focus on seasonal rather than religious themes' inclusive of concerts, enrichment programs, and Parent-Teacher Organization sales.
5. Performances that recognize holidays must be of an artistic nature, not religious. Religious music must not dominate any school program. Program selections should not, by their nature, exclude students from participation.
6. Parents/guardians may exclude their children from programs involving the recognition of religious holidays or if a celebration is in conflict with family beliefs. A written request for exclusion should be sent to the school administration.

**United States Flag**

The American Flag shall be raised above Bethany Community School during all school sessions, weather permitting. The Flag shall be raised before the opening of school and taken down at its close every day.

The American Flag shall be displayed in each classroom each day school is in session.

**The Pledge of Allegiance**

In accordance with state law, the Board shall ensure that a period of time is set aside each school day to allow those students who wish to do so the opportunity to recite the Pledge of Allegiance. This policy shall not be construed to require any person to recite the Pledge of Allegiance, should he/she choose not to do so.

## Silent Meditation

The Board directs that the school administration shall provide for students and staff the opportunity to observe an appropriate period of time for silent meditation at the beginning of each school day.

Legal References:      Connecticut General Statutes § 10-16a  
                                 Connecticut General Statutes § 10-230  
                                 No Child Left Behind Act of 2001

Policy adopted:        November 13, 2002  
Policy revised:        June 10, 2015  
Policy revised:        March 15, 2017  
Policy revised:        April 7, 2021  
[Policy reviewed:](#)

Source: CABE

**Migrant Students**

The Superintendent will develop and implement a program to address the needs of migrant children in the Bethany Public School District (District). This program will include a means to:

1. Identify migrant students and assess their educational and related health, nutrition, and social needs.
2. Provide, to the extent feasible, a full range of services to these students including applicable programs, special education, gifted/talented education, vocational education, language programs, counseling programs, and elective classes.
3. Provide these children with the opportunity to meet the same statewide assessment standards that all children are expected to meet.
4. Provide advocacy and outreach programs to these children and their families and professional development for District staff.
5. Provide parents/guardians an opportunity for meaningful participation in the program.

In providing services, priority shall be given to migratory children who have made a qualifying move within the previous one (1) year period and who are failing, or most at risk of failing, to meet the challenging State academic standards or who have dropped out of school.

**Migrant Education Program for Parents/Guardians Involvement**

Parents/guardians of migrant students will be involved in and regularly consulted about the development, implementation, operation, and evaluation of the migrant program.

Parents/guardians of migrant students will receive instruction regarding their role in improving the academic achievement of their children.

**Migratory Child/Student Definition**

- A. A migratory child means a child who:
  1. is a migratory agricultural worker or a migratory fisher; or
  2. in the preceding thirty-six (36) months, in order to accompany a parent, spouse, or guardian who is a migratory agricultural worker or a migratory fisher
    - i. has moved from one school district to another;
    - ii. is the child of a migratory fisher, resides in a school district of more than 15,000 square miles, and migrates a distance of twenty (20) miles or more to a temporary residence.
- B. Qualifying move means a move from one (1) residence to another residence that occurs due to economic necessity and from one (1) school district to another school district.
- C. Migratory Agricultural Worker means a person who has moved from one (1) school district to another in order to obtain temporary employment or seasonal employment in agricultural work, including dairy work.
- D. Migratory Fisher means a person who, in the preceding thirty-six (36) months has moved from one (1) district or another in order to obtain temporary employment or seasonal employment in fishing work.

# INSTRUCTION

**6141.312(b)**

Legal References: Public Law 114-95, Every Student Succeeds Act § 1304 et seq., 20 U.S.C. § 6391  
34 C.F.R. Part 2000  
Federal Register, July 29, 2008, Final Rule

Policy adopted: June 10, 2015  
Policy revised: January 11, 2017  
Policy revised: April 7, 2021  
[Policy reviewed:](#)

Source: CABE

**Care of Instructional Materials****Damaged and/or Lost Instructional Materials**

The Bethany Board of Education (Board) may impose sanctions against students who lose or damage textbooks, technology devices, and other educational materials. The Superintendent is authorized by the Board to set regulations and adopt any guidelines necessary to carry out the wishes of the Board.

Legal References:        Connecticut General Statutes § 10-221(c)

Policy adopted:        September 9, 1991

Policy revised:        June 10, 2015

Policy revised:        May 10, 2017

Policy revised:        April 7, 2021

[Policy reviewed:](#)

Source: CABE

# Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: December 11, 2024

Re: Unfinished Business

It is recommended that under UNFINISHED BUSINESS:

Recommended Motion:

- a. Move that the Board of Education approve the proposed Bethany Public School District Calendar for 2025-2026 school year as presented.

| Date                    | Event or Holiday                                        |
|-------------------------|---------------------------------------------------------|
| July 9                  | BOE Meeting                                             |
| August 13               | BOE Meeting                                             |
| August 18,19,20,21      | Prof. Dev. - Staff Only                                 |
| August 25 & 26          | 1st & 2nd Day of School-Students <i>Early Dismissal</i> |
| September 1             | Labor Day - No School                                   |
| September 10            | BOE Meeting                                             |
| September 16            | Open House                                              |
| September 23            | Rosh Hashanah - No School                               |
| October 2               | Yom Kippur - No School                                  |
| October 8               | BOE Meeting                                             |
| October 13              | Columbus/Indigenous Peoples Day - No School             |
| October 22 & 23         | Parent-Teacher Conferences <i>Early Dismissal</i>       |
| November 4              | Prof. Dev. - Staff Only                                 |
| November 12             | BOE Meeting                                             |
| November 23             | Trimester Ends                                          |
| November 26             | <i>Early Dismissal</i>                                  |
| November 27, 28         | Thanksgiving - No School                                |
| December 10             | BOE Meeting                                             |
| December 12             | Report Cards                                            |
| December 24 - January 2 | Holiday Recess - No School                              |
| January 14              | BOE Meeting                                             |
| January 16              | <i>Early Dismissal</i> Prof. Dev. - Staff Only          |
| January 19              | Martin Luther King, Jr. Day - No School                 |
| February 11             | BOE Meeting                                             |
| February 13             | <i>Early Dismissal</i> Prof. Dev. - Staff Only          |
| February 16-20          | Winter Recess - No School                               |
| February 26             | Trimester Ends                                          |
| March 11                | BOE Meeting                                             |
| March 20                | Prof. Dev. - Staff Only                                 |
| March 20                | Report Cards                                            |
| March 25 & 26           | Parent-Teacher Conferences <i>Early Dismissal</i>       |
| April 3                 | Good Friday - No School                                 |
| April 8                 | BOE Meeting                                             |
| April 13-17             | Spring Recess - No School                               |
| May 13                  | BOE Meeting                                             |
| May 22                  | <i>Early Dismissal</i> Prof. Dev. - Staff Only          |
| May 25                  | Memorial Day - No School                                |
| June 5                  | Trimester Ends                                          |
| June 10                 | BOE Meeting                                             |
| June 12                 | Report Cards                                            |
| June 15                 | Tentative Last Day of School <i>Early Dismissal</i>     |

## Bethany Public School District

2025-2026

Draft 10/22/24

| July 2025 (0) |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| S             | M  | T  | W  | R  | F  | S  |
|               |    | 1  | 2  | 3  | 4  | 5  |
| 6             | 7  | 8  | 9  | 10 | 11 | 12 |
| 13            | 14 | 15 | 16 | 17 | 18 | 19 |
| 20            | 21 | 22 | 23 | 24 | 25 | 26 |
| 27            | 28 | 29 | 30 | 31 |    |    |

| August 2025 (5/5) |    |    |    |    |    |    |
|-------------------|----|----|----|----|----|----|
| S                 | M  | T  | W  | R  | F  | S  |
|                   |    |    |    |    | 1  | 2  |
| 3                 | 4  | 5  | 6  | 7  | 8  | 9  |
| 10                | 11 | 12 | 13 | 14 | 15 | 16 |
| 17                | 18 | 19 | 20 | 21 | 22 | 23 |
| 24                | 25 | 26 | 27 | 28 | 29 | 30 |

| September 2025 (20/25) |    |    |    |    |    |    |
|------------------------|----|----|----|----|----|----|
| S                      | M  | T  | W  | R  | F  | S  |
|                        | 1  | 2  | 3  | 4  | 5  | 6  |
| 7                      | 8  | 9  | 10 | 11 | 12 | 13 |
| 14                     | 15 | 16 | 17 | 18 | 19 | 20 |
| 21                     | 22 | 23 | 24 | 25 | 26 | 27 |
| 28                     | 29 | 30 |    |    |    |    |

| October 2025 (21/46) |    |    |    |    |    |    |
|----------------------|----|----|----|----|----|----|
| S                    | M  | T  | W  | R  | F  | S  |
|                      |    |    | 1  | 2  | 3  | 4  |
| 5                    | 6  | 7  | 8  | 9  | 10 | 11 |
| 12                   | 13 | 14 | 15 | 16 | 17 | 18 |
| 19                   | 20 | 21 | 22 | 23 | 24 | 25 |
| 26                   | 27 | 28 | 29 | 30 | 31 |    |

| November 2025 (17/63) |    |    |    |    |    |    |
|-----------------------|----|----|----|----|----|----|
| S                     | M  | T  | W  | R  | F  | S  |
| 2                     | 3  | 4  | 5  | 6  | 7  | 8  |
| 9                     | 10 | 11 | 12 | 13 | 14 | 15 |
| 16                    | 17 | 18 | 19 | 20 | 21 | 22 |
| 23                    | 24 | 25 | 26 | 27 | 28 | 29 |
| 30                    |    |    |    |    |    |    |

| December 2025 (17/80) |    |    |    |    |    |    |
|-----------------------|----|----|----|----|----|----|
| S                     | M  | T  | W  | R  | F  | S  |
|                       | 1  | 2  | 3  | 4  | 5  | 6  |
| 7                     | 8  | 9  | 10 | 11 | 12 | 13 |
| 14                    | 15 | 16 | 17 | 18 | 19 | 20 |
| 21                    | 22 | 23 | 24 | 25 | 26 | 27 |
| 28                    | 29 | 30 | 31 |    |    |    |

| January 2026 (19/99) |    |    |    |    |    |    |
|----------------------|----|----|----|----|----|----|
| S                    | M  | T  | W  | R  | F  | S  |
|                      |    |    |    | 1  | 2  | 3  |
| 4                    | 5  | 6  | 7  | 8  | 9  | 10 |
| 11                   | 12 | 13 | 14 | 15 | 16 | 17 |
| 18                   | 19 | 20 | 21 | 22 | 23 | 24 |
| 25                   | 26 | 27 | 28 | 29 | 30 | 31 |

| February 2026 (15/114) |    |    |    |    |    |    |
|------------------------|----|----|----|----|----|----|
| S                      | M  | T  | W  | R  | F  | S  |
| 1                      | 2  | 3  | 4  | 5  | 6  | 7  |
| 8                      | 9  | 10 | 11 | 12 | 13 | 14 |
| 15                     | 16 | 17 | 18 | 19 | 20 | 21 |
| 22                     | 23 | 24 | 25 | 26 | 27 |    |
|                        |    |    |    |    |    |    |

| March 2026 (21/135) |    |    |    |    |    |    |
|---------------------|----|----|----|----|----|----|
| S                   | M  | T  | W  | R  | F  | S  |
| 1                   | 2  | 3  | 4  | 5  | 6  | 7  |
| 8                   | 9  | 10 | 11 | 12 | 13 | 14 |
| 15                  | 16 | 17 | 18 | 19 | 20 | 21 |
| 22                  | 23 | 24 | 25 | 26 | 27 | 28 |
| 29                  | 30 | 31 |    |    |    |    |

| April 2026 (16/151) |    |    |    |    |    |    |
|---------------------|----|----|----|----|----|----|
| S                   | M  | T  | W  | R  | F  | S  |
|                     |    |    | 1  | 2  | 3  | 4  |
| 5                   | 6  | 7  | 8  | 9  | 10 | 11 |
| 12                  | 13 | 14 | 15 | 16 | 17 | 18 |
| 19                  | 20 | 21 | 22 | 23 | 24 | 25 |
| 26                  | 27 | 28 | 29 | 30 |    |    |

| May 2026 (20/171) |    |    |    |    |    |    |
|-------------------|----|----|----|----|----|----|
| S                 | M  | T  | W  | R  | F  | S  |
|                   |    |    |    |    | 1  | 2  |
| 3                 | 4  | 5  | 6  | 7  | 8  | 9  |
| 10                | 11 | 12 | 13 | 14 | 15 | 16 |
| 17                | 18 | 19 | 20 | 21 | 22 | 23 |
| 24                | 25 | 26 | 27 | 28 | 29 | 30 |
| 31                |    |    |    |    |    |    |

| June 2026 (11/182) |    |    |    |    |    |    |
|--------------------|----|----|----|----|----|----|
| S                  | M  | T  | W  | R  | F  | S  |
|                    | 1  | 2  | 3  | 4  | 5  | 6  |
| 7                  | 8  | 9  | 10 | 11 | 12 | 13 |
| 14                 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21                 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28                 | 29 | 30 |    |    |    |    |

closings extend beyond June 26, 2026,  
ig Recess, beginning with April 13, 2026.

Total Days For Students = 182; Total Days For Teachers = 188 or 191

2025-2026

# Memorandum



To: Board of Education Members  
From: Kai Byrd, Superintendent  
Date: December 11, 2024  
Re: New Business

---

It is recommended that under NEW BUSINESS:

In accordance with Section 1-225 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 2025 through January 2026.

The recommended dates are:

January 8, 2025  
February 12, 2025  
March 12, 2025  
April 9, 2025  
May 14, 2025  
June 11, 2025  
July 9, 2025  
August 13, 2025  
September 10, 2025  
October 8, 2025  
November 12, 2025  
December 10, 2025  
January 14, 2026

Recommended Motion:

- b. Move that the Board of Education approve the above schedule of regular Board of Education meeting dates for January 2025 through January 2026 pursuant to Connecticut General Statutes, Section 1-225.

# Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: December 11, 2024

Re: Superintendent Report

Under ADMINISTRATIVE REPORTS:

- Enrollment Update
- Personnel Update

# BETHANY COMMUNITY SCHOOL

## 2024-2025 ENROLLMENT SUMMARY

### 2024-2025 ENROLLMENT SUMMARY

| Grade<br>(Sections)   | Aug<br>2024 | Sep<br>2024 | Oct<br>2024 | Nov<br>2024 | Dec<br>2024 | Jan<br>2025 | Feb<br>2025 | Mar<br>2025 | Apr<br>2025 | May<br>2025 |
|-----------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| PK                    | 17          | 18          | 18          | 20          |             |             |             |             |             |             |
| K (4)                 | 53          | 53          | 54          | 54          |             |             |             |             |             |             |
| 1 (3)                 | 56          | 56          | 57          | 58          |             |             |             |             |             |             |
| 2 (3)                 | 46          | 46          | 46          | 46          |             |             |             |             |             |             |
| 3 (3)                 | 62          | 62          | 62          | 62          |             |             |             |             |             |             |
| 4 (3)                 | 57          | 57          | 56          | 56          |             |             |             |             |             |             |
| 5 (4)                 | 77          | 77          | 77          | 77          |             |             |             |             |             |             |
| 6 (3)                 | 62          | 62          | 61          | 61          |             |             |             |             |             |             |
| <b>TOTAL<br/>(23)</b> | <b>430</b>  | <b>431</b>  | <b>431</b>  | <b>434</b>  |             |             |             |             |             |             |

\*Four Open Choice students included.

### 2023-2024 ENROLLMENT SUMMARY

| Grade<br>(Sections)   | Aug<br>2023 | Sep<br>2023 | Oct<br>2023 | Nov<br>2023 | Dec<br>2023 | Jan<br>2024 | Feb<br>2024 | Mar<br>2024 | Apr<br>2024 | May<br>2024 |
|-----------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| PK                    | 28          | 27          | 28          | 28          | 29          | 29          | 29          | 29          | 31          | 31          |
| K (4)                 | 54          | 55          | 55          | 56          | 56          | 56          | 56          | 56          | 56          | 56          |
| 1 (3)                 | 44          | 44          | 44          | 44          | 44          | 43          | 43          | 43          | 43          | 43          |
| 2 (3)                 | 60          | 60          | 60          | 60          | 60          | 60          | 60          | 60          | 60          | 60          |
| 3 (3)                 | 53          | 53          | 53          | 53          | 53          | 53          | 53          | 53          | 53          | 53          |
| 4 (4)                 | 76          | 76          | 76          | 77          | 77          | 78          | 78          | 78          | 78          | 78          |
| 5 (3)                 | 64          | 64          | 64          | 64          | 64          | 64          | 64          | 63          | 63          | 63          |
| 6 (3)                 | 66          | 66          | 66          | 67          | 67          | 67          | 67          | 66          | 66          | 66          |
| <b>TOTAL<br/>(23)</b> | <b>445</b>  | <b>445</b>  | <b>446</b>  | <b>449</b>  | <b>450</b>  | <b>450</b>  | <b>450</b>  | <b>448</b>  | <b>450</b>  | <b>450</b>  |

\*Six Open Choice students included.

### 2022-2023 ENROLLMENT SUMMARY

| Grade<br>(Sections)   | Aug<br>2022 | Sep<br>2022 | Oct<br>2022 | Nov<br>2022 | Dec<br>2022 | Jan<br>2023 | Feb<br>2023 | Mar<br>2023 | Apr<br>2023 | May<br>2023 |
|-----------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| PK                    | 27          | 26          | 27          | 27          | 27          | 29          | 31          | 33          | 33          | 34          |
| K (3)                 | 44          | 43          | 43          | 43          | 43          | 42          | 42          | 43          | 43          | 43          |
| 1 (3)                 | 56          | 56          | 56          | 56          | 56          | 56          | 56          | 56          | 56          | 56          |
| 2 (3)                 | 54          | 54          | 54          | 54          | 53          | 53          | 53          | 53          | 53          | 53          |
| 3 (4)                 | 71          | 72          | 73          | 73          | 73          | 73          | 74          | 74          | 74          | 74          |
| 4 (3)                 | 65          | 66          | 66          | 66          | 66          | 65          | 65          | 64          | 65          | 65          |
| 5 (3)                 | 64          | 65          | 65          | 65          | 65          | 65          | 64          | 64          | 64          | 64          |
| 6 (2)                 | 47          | 47          | 47          | 47          | 47          | 47          | 47          | 46          | 46          | 46          |
| <b>TOTAL<br/>(21)</b> | <b>428</b>  | <b>429</b>  | <b>431</b>  | <b>431</b>  | <b>430</b>  | <b>430</b>  | <b>432</b>  | <b>433</b>  | <b>434</b>  | <b>435</b>  |

\*Six Open Choice students included.

# Memorandum



To: Board of Education Members

From: Cheryl Kiesel

Date: December 11, 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: December 11, 2024

Re: Principal's Report

Under ADMINISTRATIVE REPORTS:

- BCS Happenings