

**BETHANY BOARD OF EDUCATION
Regular Meeting**

AGENDA

Wednesday, October 14, 2026 at 6:30 p.m.

Board of Education Office Meeting Room

[Zoom](#)

Meeting ID: 872 0399 9326, Passcode: q9350d

MISSION STATEMENT

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

1. Call to Order

- a. Pledge of Allegiance

2. PTO Report

3. Public Comment (Policy 1120 & Bylaw 9325)

The Board of Education welcomes public comment. Individuals or groups may address the Board concerning any subject which is within the Board's jurisdiction. Three minutes will be allotted to each speaker and a maximum of fifteen minutes to each subject matter. The speaker is requested to state their name and address. [Submit a public comment online](#) to be read at the next available opportunity.

4. Approval of Minutes (Bylaw 9326)

- a. September 9, 2026 Regular Meeting.....Action Item

5. Committee Reports (Bylaw 9132)

- a. Curriculum
- b. Finance
 - i. Report of expenditures and adjustments to the 2026-2027 Operating Budget through September 30, 2026.....Action Item
- c. Policy

6. Unfinished Business (Bylaw 9300)

- a. Approved for first reading at the BOE Regular Meeting on September 9, 2026, the policies below are recommended as follows:
 - i. No revisions recommended.....Action Item
 - 1. Bylaw 9120 Board of Education Officers
 - 2. Bylaw 9121 Official Duties of Chairperson

3. Bylaw 9122 Official Duties of Vice Chairperson
4. Bylaw 9123 Official Duties of Secretary
5. Bylaw 9124 Duties of Recording Secretary
6. Policy 4113 Criminal Justice Information
7. Policy 4116 Intramural Athletic Coaches
8. Policy 4131/4231 Staff Development
9. Policy 5126 Awards for Achievement

ii. Recommended revision.....Action Item

1. Policy 5000 Student Educational Development

7. New Business (Bylaw 9300)

- a. Child Care Leave Request

8. Administrative Reports (Policy 2500)

- a. Superintendent Report
- b. Director Report
- c. Principal Report

9. Chairman Report (Bylaw 9121)

10. Correspondence (Bylaw 9300)

11. Public Comment (Policy 1120 & Bylaw 9325)

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

12. Executive Session

- a. Bethany Education Association Agreement

13. Meeting Adjourned

Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: October 14, 2026

Re: Meeting Minutes

It is recommended under APPROVAL OF MINUTES:

Recommended Motion:

- a. Move the Bethany Board of Education accept the September 9, 2026 Regular Meeting Minutes as presented.

BETHANY BOARD OF EDUCATION
Regular Meeting Minutes
BOE Meeting Room and via Zoom
September 9, 2026

Present

Angelo Amato
Susan Bradford
Joseph Cafasso
Matthew Erickson
Johanna Fernandez
Amy Lestinsky
Allyson Weurth
Melissa Zaldo

Administration

Kai Byrd
Cheryl Kiesel
Jackie Nathman

Absent

Call to Order

Mr. Amato called the meeting to order at 6.30 p.m.

PTO Report

None

Public Comment

None

Minutes

Motion by Lestinsky, seconded by Cafasso to accept the June 10, 2026 Regular Meeting Minutes as presented. *The motion carries 8 yes (Amato, Bradford, Cafasso, Erickson, Fernandez, Lestinsky, Weurth, Zaldo)*

Committee Reports

Curriculum:

The committee met on September 9, 2026. Angelo Amato shared a Curriculum & Professional Learning update.

Facilities:

The committee met on September 8, 2026. Joseph Cafasso shared a Building and Maintenance update.

Finance:

The committee met on September 8, 2026. Amy Lestinsky shared the June 2025, July 2026, and August 2026 reports.

Motion by Zaldo, seconded by Lestinsky to accept the report of expenditures and adjustments to the 2025-2026 Operating Budget through June 30, 2026. *The motion carries 8 yes (Amato, Bradford, Cafasso, Erickson, Fernandez, Lestinsky, Weurth, Zaldo).*

Motion by Lestinsky, seconded by Zaldo to accept the report of expenditures and adjustments to the 2026-2027 Operating Budget through July 31, 2026. *The motion carries 8 yes (Amato, Bradford, Cafasso, Erickson, Fernandez, Lestinsky, Weurth, Zaldo).*

Motion by Cafasso, seconded by Lestinsky to accept the report of expenditures and adjustments to the 2026-2027 Operating Budget through August 31, 2026. *The motion carries 8 yes (Amato, Bradford, Cafasso, Erickson, Fernandez, Lestinsky, Weurth, Zaldo).*

Unfinished Business

None

New Business

Motion by Cafasso, seconded by Lestinsky to approve a Child Care Leave of Absence to Lauren Pilon through the remainder of the 2026-2027 school year. *The motion carries 8 yes (Amato, Bradford, Cafasso, Erickson, Fernandez, Lestinsky, Weurth, Zaldo).*

The Policy Committee met on June 10, 2026 and is recommending the following Bylaws and Policies with no revisions/revisions for first read:

Motion by Zaldo, seconded by Fernandez to accept for first read no revisions to Bylaws 9120, 9121, 9122, 9123, 9124 and Policies 4113, 4116, 4131/4231, and 5126. *The motion carries 8 yes (Amato, Bradford, Cafasso, Erickson, Fernandez, Lestinsky, Weurth, Zaldo)*

Motion by Cafasso, seconded by Amato to accept for first read the recommended revision to Policy 5000. *The motion carries 8 yes (Amato, Bradford, Cafasso, Erickson, Fernandez, Lestinsky, Weurth, Zaldo)*

Superintendent Report

Mrs. Byrd reported that on August 31, 2026, PK-6 enrollment was 408 students.

Mrs. Byrd provided a personnel update.

Mrs. Byrd reminded the Board that teacher contract negotiations will take place this school year with the initial meeting scheduled for the end of September. Mrs. Byrd outlined the process and will provide the Board with updates.

Director Report

Ms. Kiesel reported on Curriculum, Special Services, and Grants.

Principal Report

Ms. Nathman reported on BCS's recent and upcoming events.

Ms. Nathman shared that Paraeducator Sherry Morse is one of 4 finalists for the 2027 Anne Marie Murphy Paraeducator of the Year Award.

Chairman Report

Mr. Amato shared that Bethany is part of the Area Cooperative Educational Services (ACES) regional educational support center and that one of our Board members should serve on their governing board. Joseph Cafasso agreed to serve on the ACES board and provide a report at each BOE meeting.

Mr. Amato reminded the Board about the Fall Open Forum that was previously discussed. The Board agreed to hold the Fall Open Forum at 7 pm on October 14th after the BOE meeting. It will have the option of in person or on Zoom.

Mr. Amato discussed Shannon Lane's resignation from the BOE.

Communications

None

Public Comment

None

Adjournment

The meeting adjourned at 7:06 p.m.

Visitors in Attendance

In Person: 0

On Zoom: 0

Donna Ricciardi
Recording Secretary

Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: October 14, 2026

Re: Finance Committee Report of Expenditures and Adjustments

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

The attached report presents the adopted 2026-2027 Operating Budget with encumbrances through September 30, 2026.

Recommended Motion:

- i. Move that the Board of Education accept the report of expenditures and adjustments to the 2026-2027 Operating Budget through September 30, 2026

Bethany Board of Education								
Operating Budget 2026-2027 Summary - as of September 2026								
	Adopted Budget	Revised Budget	YTD July-June	Forecast	Var\$ August	Var% August	Var\$ September	Var% September
General Education								
Salaries								
Certified	\$2,526,006	\$2,528,006	\$296,688	\$2,528,006	\$ -	0.00%	\$ -	0.00%
Curriculum (Supplemental)	\$27,850	\$27,850	\$4,000	\$4,000	\$ 23,850	0.00%	\$ 23,850	0.00%
Non-Certified	\$366,590	\$349,879	\$32,921	\$349,879	\$ -	0.00%	\$ -	0.00%
Nurse	\$59,033	\$59,033	\$6,129	\$59,033	\$ -	0.00%	\$ -	0.00%
Total Salaries	\$2,979,479	\$2,964,769	\$339,739	\$2,940,919	\$ 23,850	0.80%	\$ 23,850	0.80%
Benefits								
Benefits	\$472,926	\$472,926	\$130,578	\$472,926	\$ -	0.00%	\$ -	0.00%
Services								
BCS	\$12,300	\$12,300	\$3,111	\$12,300	\$ -	0.00%	\$ -	0.00%
Curriculum	\$94,203	\$94,203	\$24,450	\$94,203	\$ -	0.00%	\$ -	0.00%
IT	\$112,900	\$112,900	\$27,794	\$112,900	\$ -	0.00%	\$ -	0.00%
Total Services	\$219,403	\$219,403	\$55,355	\$219,403	\$ -	0.00%	\$ -	0.00%
Supplies								
BCS	\$79,545	\$79,545	\$28,713	\$79,545	\$ -	0.00%	\$ -	0.00%
Curriculum	\$6,100	\$6,100	\$115	\$6,100	\$ -	0.00%	\$ -	0.00%
IT	\$121,575	\$121,575	\$67,385	\$121,575	\$ -	0.00%	\$ -	0.00%
Total Supplies	\$207,220	\$207,220	\$96,214	\$207,220	\$ -	0.00%	\$ -	0.00%
Other								
BCS	\$1,550	\$1,550	\$220	\$1,550	\$ -	0.00%	\$ -	0.00%
Curriculum	\$424	\$424	\$0	\$424	\$ -	0.00%	\$ -	0.00%
IT	\$62,700	\$62,700	\$52,913	\$64,725	\$ -	0.00%	\$ (2,025)	-3.23%
Total Other	\$64,674	\$64,674	\$53,133	\$66,699	\$ -	0.00%	\$ (2,025)	-3.13%
Subtotal	\$3,943,703	\$3,928,992	\$675,019	\$3,907,167	\$ 23,850	0.61%	\$ 21,825	0.56%
Special Education								
Salaries	\$1,671,309	\$1,735,063	\$255,265	\$1,729,328	\$ 7,963	0.46%	\$ 5,736	0.33%
Benefits	\$466,616	\$466,616	\$140,750	\$466,616	\$ -	0.00%	\$ -	0.00%
Services	\$206,692	\$206,692	\$29,204	\$206,692	\$ -	0.00%	\$ -	0.00%
Supplies	\$11,105	\$11,105	\$6,022	\$11,105	\$ -	0.00%	\$ -	0.00%
Other	\$10,650	\$10,650	\$2,939	\$10,650	\$ -	0.00%	\$ -	0.00%
Subtotal	\$2,366,372	\$2,430,127	\$434,180	\$2,424,391	\$ 7,963	0.33%	\$ 5,736	0.24%
Operations and Overhead								
Salaries	\$1,013,582	\$977,538	\$241,015	\$977,538	\$ -	0.00%	\$ -	0.00%
Benefits	\$241,559	\$228,559	\$50,422	\$228,559	\$ -	0.00%	\$ -	0.00%
Services	\$173,995	\$173,995	\$61,763	\$173,995	\$ -	0.00%	\$ -	0.00%
Supplies	\$44,000	\$44,000	\$17,579	\$44,000	\$ -	0.00%	\$ -	0.00%
Utilities (Electricity)	\$138,000	\$138,000	\$19,732	\$138,000	\$ -	0.00%	\$ -	0.00%
Facilities and Maintenance	\$314,087	\$314,087	\$83,976	\$314,087	\$ -	0.00%	\$ -	0.00%
Student Transportation	\$338,841	\$338,841	\$36,584	\$ 338,841.00	\$ -	0.00%	\$ -	0.00%
Other	\$18,852	\$18,852	\$5,495	\$ 18,852.00	\$ -	0.00%	\$ -	0.00%
Subtotal	\$2,282,916	\$2,233,872	\$516,567	\$ 2,233,871.87	\$ -	0.00%	\$ -	0.00%
Total	\$8,592,990	\$8,592,990	\$1,625,765	\$8,565,430	\$ 31,813	0.37%	\$ 27,561	0.32%
Prek Account								
as of 07/01/2026			Revenue	Expenditures	Balance			
Tuition Revenue for FY			\$5,785.69		\$46,062.29			
Total Expenditures for FY				\$8,087.24	\$43,760.74			
Estimated Balance at Month End					\$43,760.74			
10-248a								
as of 07/01/2026			Revenue	Expenditures	Balance			
Total Revenue for FY			\$30,302.76		\$120,157.19			
Total Expenditures for FY					\$150,459.95			
Estimated Balance at Month End					\$150,459.95			
excess cost =								
#1 rcv'd=								
#2 rcv'd =								
Total =								

Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: October 14, 2026

Re: Unfinished Business

It is recommended that under UNFINISHED BUSINESS:

Recommended Motions:

- a.(i)1.-9. Move that the Bethany Board of Education approve No Revisions to Bylaws 9120, 9121, 9122, 9123, and 9124 and Policies 4113, 4116, 4131/4231, and 5126 as presented.....Action Item
- a.(ii)1. Move that the Bethany Board of Education approve the revisions to Policy 5000 as presented.....Action Item

Board of Education Officers

The Bethany Board of Education (Board) shall, not later than one (1) month after the date on which newly elected members take office, elect from its own members a Chairperson, Vice-Chairperson, and Secretary. The organizational meeting shall be called to order by the current Board Chairperson who will preside until the current Chairperson's successor is chosen. In the absence of the Chairperson, the Vice-Chairperson or Secretary in that order shall preside until a new Chairperson is elected.

If the officers are not chosen within one (1) month the Town Selectmen shall choose such officers from the Board membership.

Officers shall hold their respective offices for two (2) years, and until their successors are duly elected.

Should a vacancy arise in an office of the Board during the term of a Board officer's service, the members of the Board (including, if applicable, the member vacating a Board office) shall elect a successor to fill the office until the next regular election for Board officers.

Election of officers shall be in writing and the vote of each member shall be made available for public inspection within forty-eight (48) hours, excluding Saturday, Sunday, or legal holidays, and shall be recorded in the minutes of the meeting.

Legal Reference: Connecticut General Statutes § 10-218

Bylaw adopted:	September 9, 1991
Bylaw reviewed:	October 8, 1997
Bylaw revised:	November 12, 1997
Bylaw reviewed:	February 11, 2004
Bylaw revised:	March 10, 2004
Bylaw revised:	February 10, 2016
Bylaw revised:	April 8, 2020
Bylaw revised:	December 14, 2022

Source: Shipman

Official Duties of Chairperson

The Chairperson shall preside at all of the meetings of the Bethany Board of Education (Board) adhering to meeting governance of Robert's Rules of Order Newly Revised and shall perform other duties as directed by law, State Department of Education Regulations, and the Board. In carrying out these responsibilities, the Chairperson shall:

1. Be the public spokesperson for the Board at all times except as this responsibility is specifically delegated to others.
2. Appoint the chair and members of all standing and ad hoc committees.
3. Serve as ex officio member on all committees.
4. Consult with the Superintendent in planning meeting agendas.
5. Confer with the Superintendent on crucial matters which may occur between Board meetings.
6. Call special meetings of the Board, as necessary.
7. Sign legal documents and contracts for the Board, as necessary.
8. Direct the Superintendent as the Board's representative for the purposes of consultation with Board legal counsel when appropriate and may authorize other Board members to consult with Board counsel when appropriate.
9. Perform such other duties as may be delegated to the Chairperson by the Board.
10. Be responsible for the orderly conduct of all Board meetings.
11. Serve as the liaison between the Board and the Superintendent.
12. Communicate with all Board members and provide appropriate information on any issues that arise.

The Chairperson shall have the right, as other Board members have, to offer resolutions, discuss questions, and to vote.

Legal Reference: Connecticut General Statutes § 10-218

Bylaw adopted:	September 9, 1991
Bylaw reviewed:	October 8, 1997
Bylaw revised:	November 12, 1997
Bylaw reviewed:	February 11, 2004
Bylaw revised:	March 10, 2004
Bylaw revised:	February 10, 2016
Bylaw revised:	April 8, 2020
Bylaw revised:	December 14, 2022

Source: Shipman & CABB

Official Duties of Vice Chairperson

In the absence of the Chairperson, the Vice Chairperson shall assume and carry out the duties and responsibilities of the Chairperson.

Bylaw adopted:	September 9, 1991
Bylaw reviewed:	February 11, 2004
Bylaw revised:	March 10, 2004
Bylaw revised:	February 10, 2016
Bylaw revised:	April 8, 2020
Bylaw revised:	December 14, 2022

Source: Shipman

Official Duties of Secretary

The Secretary shall perform the duties of the Chairperson at Bethany Board of Education meetings in the absence of the Chairperson and Vice Chairperson.

The Secretary will keep records in the absence of the Recording Secretary.

Bylaw adopted:	September 9, 1991
Bylaw reviewed:	February 11, 2004
Bylaw revised:	March 10, 2004
Bylaw revised:	February 10, 2016
Bylaw revised:	April 8, 2020
Bylaw reviewed:	December 14, 2022

Source: CABE

Duties of Recording Secretary

The Recording Secretary is appointed by the Bethany Board of Education (Board) Chairperson or the Chairperson's designee. The Recording Secretary shall:

1. Keep minutes or cause minutes to be kept of all meetings of the Board and shall cause copies of such minutes to be forwarded to each member of the Board.
2. In accordance with the Connecticut General Statutes, cause a copy of the minutes of all Board meetings to be placed on file in the Board Office, the Town Clerk's office, and posted on the Board's Internet website, no later than seven (7) days after the date on which the Board shall have met, excluding Saturday, Sunday or legal holidays. Such minutes will be available for public inspection, except that such minutes will not be termed "official minutes" until approved by the Board at a duly convened meeting of the Board.
3. Make provision that members of the Board are notified of all regular, special, and committee meetings.
4. Attend to the official correspondence of the Board.
5. Perform such other duties as may be delegated by the Board Chairperson.

Legal References: Connecticut General Statutes § 1-225
 Connecticut General Statutes § 7-3
 Connecticut General Statutes § 7-4
 Connecticut General Statutes § 10-224
 Connecticut General Statutes § 10-225

Bylaw adopted: September 9, 1991
Bylaw reviewed: February 11, 2004
Bylaw revised: March 10, 2004
Bylaw revised: February 10, 2016
Bylaw revised: April 8, 2020
Bylaw revised: December 14, 2022

Source: Shipman

Criminal Justice Information

All applicants considered for a position with the Bethany Public School District (District), as well as, volunteers, in accordance with Bethany Board of Education (Board) Policy and Administrative Regulation, shall be required to submit to state and national criminal record checks in accordance with Board policy, administrative regulations, and laws. All results and accompanying information shall be considered “Criminal Justice Information” (CJI). The Board directs the Superintendent to establish administrative regulations to provide minimum security requirements associated with the creation, viewing, modification, transmission, dissemination, storage, or destruction of CJI.

Legal Reference: Connecticut General Statutes § 10-221d
Criminal Justice Information Services (CJIS) Security Policy, Version 5.5, United States Department of Justice, Federal Bureau of Investigation, Criminal Justice Information Services Division, June 1, 2016

Policy adopted: January 11, 2017
Policy reviewed: October 1, 2018
Policy revised: December 8, 2021

Source: CABE

Intramural Athletic Coaches

It is the policy of the Bethany Board of Education (Board) that an intramural athletic coach employed by the Board shall:

1. adhere to all Board policies, rules, and regulations;
2. shall conduct themselves in a professional manner;
3. serve as a role model for students; and
4. demonstrate competence and proficiency in the role as an athletic coach of a particular sport.

For purposes of this policy, the term “athletic coach” means any person holding (and required to hold) a coaching permit issued by the Connecticut State Department of Education who is hired by the Bethany Public School District to act as a coach for a sports season. The term “coach” under this policy shall include only coaches who have direct responsibility for one (1) or more teams (including assistant coaches if they serve as a coach to another team), and the term shall not include other assistant coaches and volunteer coaches.

For purposes of this policy “intramural sports” covered under this policy include but are not limited to Track, Cross Country, Volleyball, and Unified Sports.

Legal Reference: Connecticut General Statutes §10-222e

Policy adopted: April 8, 2015
Policy revised: April 11, 2018
Policy revised: December 8, 2021

Source: CABE

Staff Development

Staff Development is viewed by the Bethany Board of Education (Board) as a continuous systematic effort to improve educational programs in the Bethany Public School District (District) through 1) staff involvement in organized program planning, implementation, and evaluation efforts, and 2) activities to upgrade the skills, knowledge, and ability of educators to improve student learning.

Each certified employee shall annually participate in a program of professional development, of not fewer than eighteen (18) hours in length. The professional development program shall:

1. be a comprehensive, sustained and intensive approach to improving teacher and administrator effectiveness in increasing student knowledge achievement;
2. focus on refining and improving various effective teaching methods that are shared between and among educators;
3. foster collective responsibility for improved student performance;
4. be composed of professional learning that is aligned with rigorous state student academic achievement standards, conducted at the school among educators and facilitated by principals, coaches, mentors, and distinguished educators or other appropriate teachers, occurs frequently on an individual basis or among groups of teachers in a job-embedded process of continuous improvement, and includes a repository or best practices for teaching methods developed by educators within the school that is continuously available to such educators for comment and updating;
5. include training in culturally responsive pedagogy and practice.

The principles and practices of social-emotional learning shall be integrated throughout the components of such program of professional development described in items 1 through 5 above.

Staff development experiences, made available by the District directly, or through a Regional Education Service Center (RESC), with another board of education shall be consistent with any goals identified by the certified employees and the District.

The Board believes that the staff development experience should be comprehensive, sustained, and intensive enough to improve teacher and administrator effectiveness in raising student performance, and foster collective responsibility for improved student performance.

Teachers must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social change, and other topics related to education to enhance the capabilities of educators to improve student learning. The Board recognizes that it shares with its certified staff responsibility for upgrading and updating of teacher performance and attitudes. The Board and teachers' organizations support the principle of continuing training of teachers and the improvement of instruction.

All employees shall be provided opportunities for the development of increased competence beyond that which they may attain through the performance of their assigned duties.

PERSONNEL – CERTIFIED/CLASSIFIED

4131(b)

4231(b)

The Superintendent shall establish a Steering Committee, consisting of certified employees, including at least one (1) union representative, and other school personnel deemed appropriate. The duties of the committee shall include, but not be limited to, participation in the development of a teacher evaluation and support program for the District, the development, evaluation, and annual updating of a comprehensive local professional development plan, in fulfillment of the statutes, for certified employees of the District. Such plan shall 1) be directly related to the educational goals proposed by the Board pursuant to state law, and 2) be developed in full consideration of the priorities and needs related to student social-emotional learning pursuant to Connecticut General Statutes § 10-148a, as amended, and student outcomes as determined by the State Board of Education, and 3) provide for the ongoing and systematic assessment and improvement of both teacher evaluation and professional development of the Board's professional staff members, including personnel management and evaluation training or experiences for administrators, and 4) be related to regular and special student needs and may include provisions concerning career incentives and parent involvement.

The members chosen by the Superintendent to be on the Steering Committee shall serve at the pleasure of the Board.

Special efforts shall be made to prepare teachers and other school personnel to meet the needs of students of diverse cultural and ethnic backgrounds. Planning and implementation of such programs shall be done cooperatively by administration, teachers, and parent advisory groups. Special effort shall also be given to administrators and/or supervisors in training pursuant to their obligations in the evaluation of the teacher.

Staff development activities should respond directly to the educational and/or safety needs of the student body. The in-service program shall fulfill all applicable statutory requirements, especially those delineated in Connecticut General Statutes § 10-220a, as amended and/or based on guidance from federal, state, and local health authorities.

The Superintendent will allow any paraprofessional or classified employee of the District to participate, on a voluntary basis, in any in-service training program provided to certified staff on those topics mandated per Connecticut General Statutes § 10-220a, subsection (a).

The Superintendent is to report annually to the Board on the professional development program and its effect with recommendations for changes as needed.

Legal Reference: Connecticut General Statutes § 10-27
 Connecticut General Statutes § 10-220a, as amended
 Connecticut General Statutes § 10-153b
 Connecticut General Statutes § 10-226f
 Connecticut General Statutes § 10-226g
 Connecticut General Statutes § 10-145b, as amended
 Connecticut General Statutes § 10-148a, as amended
 Connecticut General Statutes § 10-151b

PERSONNEL – CERTIFIED/CLASSIFIED

4131(c)

4231(c)

Legal Reference: Public Act 17-32

Public Act 17-37

Policy adopted: September 9, 1991

Policy revised: October 11, 2000

Policy revised: January 9, 2013

Policy revised: April 8, 2015

Policy revised: May 11, 2016

Policy revised: March 14, 2018

Policy revised: January 8, 2020

Policy revised: August 12, 2020

Policy revised: December 8, 2021

Source: CABE

Connecticut General Statutes 10-220a - In-service Training**A. Required In-service Topics for Certified Personnel**

1. Nature and the relationships of drugs and alcohol to health and personality development and procedures for discouraging their abuse.
2. Health and mental health risk reduction education including, but not limited to the prevention of risk-taking behavior by children and the relationship of such behavior to substance abuse, pregnancy, sexually transmitted diseases, including HIV infection and AIDS, violence, teen dating, domestic violence, and child abuse.
3. School violence prevention and conflict resolution and the prevention of and response to youth suicide and the identification and prevention of bullying and response to bullying, as defined in Connecticut General Statutes § 10-222d, subsection (a), as amended. (Boards that implement an evidence-based model approach approved by the State Department of Education are not required to provide in-service training on the identification and prevention of and response to the prevention of bullying.)
4. Cardiopulmonary resuscitation and other emergency life-saving procedures, as identified by the District.
5. Requirements and obligations of a mandated reporter regarding reporting of child abuse and neglect.
6. Training in the detection and recognition of, and evidence-based structured literacy interventions for, students with dyslexia.
7. Training in the awareness of human trafficking issues.
8. Culturally responsive pedagogy and practice.
9. Principles and practices of social-emotional learning shall be integrated throughout all components of the professional development program, as appropriate.

B. Optional In-Service Topics for Certified Personnel

The State Department of Education, within available appropriates and utilizing available materials, shall make the following subject matter available to boards of education:

1. Domestic violence and teen dating violence.
2. Mental health first aid training.
3. Trauma-informed practices for the school setting to enable teachers, administrators, and pupil personnel to more adequately respond to students with mental, emotional, or behavioral health needs.
4. Second language acquisition, including, but not limited to, language development and culturally responsive pedagogy.
5. Topics approved by the State Board of Education upon the request of local or regional boards of education as part of in-service training programs pursuant to Connecticut General Statutes § 10-220a, section 3.
6. Holocaust and genocide education and awareness.
7. African-American and black studies.
8. Puerto Rican and Latino studies.
9. Native American History.

B. Optional In-Service Topics for Certified Personnel - continued

10. Personal Financial Management.
11. The historical events surrounding the Great Famine in Ireland.

Revised March 14, 2018
Revised January 8, 2020
Revised December 8, 2021

Source: CABE

Awards for Achievement

The Bethany Board of Education encourages administration and staff to maintain a set of criteria and procedures for presenting awards to students for scholarship and distinguished service in school activities. The Superintendent or designee shall oversee the development of staff guidelines for review and approval of proposed trophies, prizes, scholarships, or other awards from non-school donors.

The relationship between awards and the relevant goals of the school should be clear.

All honors and awards presented by the school shall serve as an incentive to enrich the school program. All honors, awards, and scholarships presented by the school shall be awarded strictly on the merits of the student receiving them.

Policy adopted:	September 9, 1991
Policy revised:	October 7, 2015
Policy revised:	June 13, 2018
Policy revised:	December 8, 2021

Source: CABA/BPSD

Student Educational Development

The focus of the Bethany Public School District (District) is on the learner, the student. Every student's educational development, guided by the District's goals and objectives, is the central concern of the Bethany Board of Education (Board) policies and administrative regulations.

Children vary widely in capacities, interests, social and economic background. Therefore, no two can be treated exactly alike if the fullest development of each is to be achieved.

The Board will attempt to erase any limitations of facilities and means that stand in the way of the school's availability to all who wish to learn.

Discrimination of students attending the school ~~with respect to race, religion, color, national origin, ancestry, alienage, sex, sexual orientation, age, disability, pregnancy, gender identity, or expression~~ is prohibited.

Legal References: Connecticut General Statutes § 10-15
 Connecticut General Statutes § 10-15c
 Connecticut General Statutes § 10-184
 Connecticut General Statutes § 10-186
 Connecticut General Statutes § 10-226a
 Section 504, U. S. Rehabilitation Act of 1973, 29 U.S.C. § 794

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

Source: CABE

Memorandum



To: Board of Education Members
From: Kai Byrd, Superintendent
Date: October 14, 2026
Re: Child Care Leave Request

It is recommended under NEW BUSINESS:

Per the Professional Agreement between the Bethany Board of Education and the Bethany Education Association Article XII, Section D, the Board of Education, upon recommendation of the Superintendent, must approve a Child Care Leave of Absence. Attached is a letter from Nicole Roser. After her maternity leave, Nicole is requesting a Child Care Leave through February 2027, returning on March 1, 2027.

Recommended Motion:

1. Move the Bethany Board of Education grant a Child Care Leave of Absence to Nicole Rosner through February 2027, with a return on March 1, 2027.

Nicole Rosner
6/15/26

Dear Mrs. Byrd,

I hope you are doing well. I am writing to let you know that I plan to take maternity leave following the birth of my child. At this time, my due date is November 24, 2026, I am requesting approximately fifteen weeks of leave, with the goal of returning to work around March 1st, 2027.

In addition to recovery and time to bond with my baby, I also have an existing medical condition that makes it especially important for me to allow myself adequate time to heal and adjust after childbirth. My doctor may require me to remain out for the full sixteen weeks depending on my recovery and medical needs. However, even if that is not medically required, I still feel that taking the full sixteen weeks is in the best interest of both my health and my family. My hope is that this time will allow me to return healthy, focused, and ready to fully support my students and colleagues.

Although I understand there may be options to remain out for the rest of the school year, doing so would unfortunately not be financially possible for my family. Because of that, I fully intend to return after the sixteen-week leave period.

I truly value being part of this district and appreciate the support and understanding during this important time in my life. I will, of course, complete any required paperwork and provide documentation as needed to help make the process as smooth as possible.

Thank you so much for your consideration and support. Please let me know if there is anything further you need from me.

Sincerely,

Nicole Rosner
Reading Interventionist

Memorandum



To: Board of Education Members

From: Kai Byrd, Superintendent

Date: October 14, 2026

Re: Superintendent Report

Under ADMINISTRATIVE REPORTS:

- District Updates

**BETHANY COMMUNITY SCHOOL
2026-2027 ENROLLMENT SUMMARY**

2026-2027 ENROLLMENT SUMMARY

Grade (Sections)	Aug 2026	Sep 2026	Oct 2026	Nov 2026	Dec 2026	Jan 2027	Feb 2027	Mar 2027	Apr 2027	May 2027
PK	25	25								
K (3)	44	44								
1 (3)	50	50								
2 (3)	56	56								
3 (3)	62	63								
4 (3)	48	48								
5 (3)	60	60								
6 (3)	63	63								
TOTAL (21)	408	409								

*Six Open Choice students included.

2025-2026 ENROLLMENT SUMMARY

Grade (Sections)	Aug 2025	Sep 2025	Oct 2025	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026
PK	17	18	18	19	22	24	24	25	25	26
K (3)	47	49	49	49	49	49	49	49	49	49
1 (3)	59	58	58	57	57	57	57	56	56	56
2 (3)	60	60	61	61	62	62	62	62	62	61
3 (3)	45	46	47	47	47	46	46	45	46	45
4 (3)	62	63	63	62	62	62	62	62	62	62
5 (3)	58	61	61	61	60	60	60	60	60	60
6 (4)	76	76	76	76	76	74	74	74	75	75
TOTAL (22)	424	431	433	432	435	434	434	433	435	434

*Four Open Choice students included.

2024-2025 ENROLLMENT SUMMARY

Grade (Sections)	Aug 2024	Sep 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025
PK	17	18	18	20	20	21	21	21	22	22
K (4)	53	53	54	54	54	54	54	54	54	54
1 (3)	56	56	57	58	58	59	59	59	59	59
2 (3)	46	46	46	46	46	46	46	46	46	46
3 (3)	62	62	62	62	61	61	61	61	61	61
4 (3)	57	57	56	56	56	56	56	56	56	56
5 (4)	77	77	77	77	76	76	76	76	77	77
6 (3)	62	62	61	61	61	62	62	62	62	62
TOTAL (23)	430	431	431	434	432	435	435	435	437	437

*Four Open Choice students included.

Memorandum



To: Board of Education Members

From: Cheryl Kiesel

Date: October 14, 2026

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: Jackie Nathman

Date: October 14, 2026

Re: Principal's Report

Under ADMINISTRATIVE REPORTS:

- BCS Happenings