

Bethel Board of Education Regular Meeting

Thursday, April 25, 2019 7:15 PM

Board of Education Conf. Room E Central Office, 1 School Street, PO Box 253,
Bethel, CT 06801

1. Call to Order	Speaker (s): Policy 9326
1.A. Roll Call for Quorum	
1.B. Pledge of Allegiance	
2. Board Recognition/A Salute to Excellence	
3. Consent Calendar	Speaker (s): Policy 9326
3.A. Approval of Minutes	
3.A.1. March 28, 2019	
4. Correspondence	Speaker (s): Policy 9326
5. Audience Participation	Speaker (s): Policy 9326
6. Administrative/Board Member Update	Speaker (s): Policy 9326
7. Superintendent Evaluation Dates	
8. Reports to the Board	
8.A. Curriculum	
8.A.1. Music Curriculum	
8.A.2. Arts Pathway	
8.B. Policy	
8.B.1. First Reading	
8.B.1.a. Policy 5131.913 - Cyberbullying (The Use of Technology to Harm Others)	Speaker (s): Christine Carver
8.B.2. Second Reading/Approval	
8.B.2.a. Policy/Regulation 3260 - Discarding of Textbooks, Instructional Material & Equipment	
8.C. Regulation 5131.911 - District Safe School Climate Plan	Speaker (s): Christine Carver
8.D. Finance	
8.D.1. Budget Reductions	
8.E. Facilities	Speaker (s): Policy 3132
8.E.1. TRACK AND FIELD TRAINING CENTER UPDATE	
8.E.2. ROCKWELL/JOHNSON SCHOOL RENOVATION	Speaker (s): Christine

9. **Action Items**

9.A. 2018-2019 BOE Committee Assignments - Revised

9.B. Class of 2019 Graduation Date

9.C. 2019 - 2020 School Calendar - Approval

9.D. 2020 - 2021 School Calendar - Acceptance

10. **Recommended Executive Session**

10.A. CT General Statutes 1-210(b)(2) Personnel

10.A.1. Non-Renewals

11. **Adjourn**

Minutes of the Board of Education Resource Management & Business Operations Committee Meeting held on March 28, 2019, in Board of Education Conf. Room E.

Attendance: None.

Administrative Attendance: C. Carver, K. Brooks, T. Yonsky, M. Rutledge, S. Budris

S. Clayton, Chairman, called the meeting to order at 6:00 PM.

Board Members Present: Attendance Taken at 6:10 PM:

Present Board Members:

Mr. Scott Clayton

Mrs. Melanie O'Brien

Mrs. Courtney Martin, Alt.

Absent Board Members:

Mr. Nicholas Hoffman

Mrs. Kristen Lacey

1. Food Service

1.1. Sodexo Update

Suzanne Rodgers, BOE Accountant, spoke to the committee about the snacks served by the program. All snacks are on the state approved snack list. Fruits and veggies are unlimited with the purchase of a lunch. Participation is up at all schools.

1.2. 2019-2020 School Lunch Prices

Raising student lunch prices a modest amount (5 cents) at all schools. Elementary will be \$2.95 insuring that the district meets the minimum required Paid Lunch Equity by the USDA and Middle School and High School will be \$3.30. All student lunch prices include milk. Leaving all student school breakfast prices at \$2.30. Leaving Adult meal prices as we do comply with CSDE guidelines. Adult breakfast will remain at \$2.75 and Adult Lunch will be \$4.00. Adult lunch prices do not include a beverage. Bethel's prices are similar to other school districts in this area and across the state.

Motion Passed: Move that all three (3) of the following motions be recommended to the Board for approval:

- 1) Motion to set the student school lunch prices for the 2019/2020 school year as follows: Elementary \$2.95 and High School/Middle School \$3.30. The BOE sets the school breakfast prices at all schools at \$2.30 for the 2019/2020 school year.
- 2) Motion to set the reduced priced breakfast to \$0.00 rather than \$0.30 for the 2019-2020 school year to continue to promote participation in the breakfast program.

3) Motion to set the Adult lunch price at \$4.00 and the Adult breakfast price at \$2.75 for the 2019/2020 school year in order to comply with CSDE pricing guidelines passed with a motion by Mr. Scott Clayton and a second by Mrs. Courtney Martin.

Mr. Scott Clayton	Yes
Mrs. Kristen Lacey	Absent
Mrs. Melanie O'Brien	Yes
Mr. Nicholas Hoffman	Absent
Mrs. Courtney Martin	Yes

1.3. Approval Food Service Management Contract Renewal

Mrs. Yonsky, Dir. of Fiscal Services informed the committee the management agreement is in the last of the 5 year contract, which is renewed each year.

1.4. Healthy Foods Certification for CSDE

CSDE requires annual certification by the Board of Education for participation in the Healthy Foods Certification Program. In participating, Bethel can only serve beverages, foods, snacks and a la carte items that have been specifically approved by the CSDE. For participation, the District receives an additional 10 cents reimbursement from the State on each meal served. This is important to the financial success of our program which has always been self-sustaining.

Motion Passed: Move to recommend to the Board for approval the following motions:

1) On behalf of the Bethel Board of Education and pursuant to Sections 10-215f of the Connecticut General Statutes, we hereby certify that all food items offered for sale to students in the schools under our jurisdiction, and not exempted from the CNS published by the Connecticut State Department of Education will comply with the CNS during the period of July 1, 2019 to June 30, 2020. Such certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to, school stores, vending machines, school cafeterias, and any other fundraising activities on school premises, whether or not school sponsored.

2) Pursuant to Sections 10-215f of the Connecticut General Statutes, we hereby acknowledge that the Board of Education or governing authority, will exclude from certification food and beverage items that do not meet the CNS, provided that

1. such food is sold in connection with an event occurring after the end of the regular school day or on the weekend,
2. such sale is at the location of the event, and
3. such food is not sold from a vending machine or school store passed with a motion

by Mr. Scott Clayton and a second by Mrs. Melanie O'Brien.

Mr. Scott Clayton	Yes
Mrs. Kristen Lacey	Absent
Mrs. Melanie O'Brien	Yes
Mr. Nicholas Hoffman	Absent

Mrs. Courtney Martin	Yes
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2. Personnel

2.1. Upcoming bargaining unit negotiations

Upcoming bargaining unit negotiations: Nurses, Custodians

3. Budget

3.1. Overview of Audit of Prior Year

Mrs. Yonsky informed the Board is was the first time filing under the new EFS system that replaces ED001. It was a complex process but handled extremely well within the Business Office and the filing was completely accurate and timely in its first submission. No management letter findings have been issued by the Audit firm of PKF O'Connor Davies

3.2. Budget Status: Current Year and Next Year

Mrs. Yonsky informed the committee the SPED expenditures have increased due to the types of needs and severity. The budget will be tight at the end of the year but ok. The committee discussed ideas for impacts of possibility of additional cuts to the 19-20 budget.

3.3. Budget Transfers

Mrs. Yonsky reviewed the budget transfers with the committee.

Motion Passed: Move to recommend the budget transfers to the Board for approval passed with a motion by Mr. Scott Clayton and a second by Mrs. Courtney Martin.	
Mr. Scott Clayton	Yes
Mrs. Kristen Lacey	Absent
Mrs. Melanie O'Brien	Yes
Mr. Nicholas Hoffman	Absent
Mrs. Courtney Martin	Yes

4. Audience Participation

None.

5. Adjourn

Motion Passed: Move to adjourn at 6:51 PM passed with a motion by Mr. Scott Clayton and a second by Mrs. Melanie O'Brien.	
Mr. Scott Clayton	Yes
Mrs. Kristen Lacey	Absent

Mrs. Melanie O'Brien	Yes
Mr. Nicholas Hoffman	Absent
Mrs. Courtney Martin	Yes

Respectfully submitted,
Susan Pare
Board Recorder

Minutes of the Bethel Board of Education Regular Meeting held on March 28, 2019, in Board of Education Conf. Room E.

Attendance: None.

Administrative Attendance: C. Carver, K. Brooks, T. Yonsky, S. Rodgers, C. Troetti, S. Budris, M. Rutledge

M. O'Brien, Vice Chair, called the meeting to order at 7:00 PM.

Board Members Present: Attendance Taken at 7:00 PM:

Present Board Members:

Mrs. Melanie O'Brien

Mrs. Jen Larsen

Mrs. Jennifer Ackerman

Mrs. Courtney Martin

Mrs. Cathy Schaefer

Absent Board Members:

Mr. Bill Foster

Mr. Nicholas Hoffman

Mr. Scott Clayton

Mrs. Kristen Lacey

1. Call to Order

1.A. Roll Call for Quorum

1.B. Pledge of Allegiance

2. Board Recognition/A Salute to Excellence

Ryan Dudley, a junior at Bethel High School is a 2019 recipient of the Governor's Scholar Award. The Governor's Scholars Program recognizes academically talented high school students in schools throughout the state. Principals of CAS member high schools are given the opportunity to nominate one junior who ranks in the top five percent of his or her class. There are only approximately 25 given state-wide.

2019 Bethel Education Foundation Excellence in Education Award winners - Laura Dobrindt, Rockwell School, Chris Ciparelli, Bethel High School.

Rod Chittem took 2nd place at the Connecticut State Spelling Bee.

The Bethel Winter SNA Guard has progressed to the world championship. The Bethel Winter Guard is ranked 13th in the World and will be competing in the nationals in Dayton, Ohio. They recently won second place in the regional, which propelled them to the world competition.

Bethel has been awarded the NAMM Foundation's 2019 "Best Communities for Music Education!!

Odyssey of the Mind - Our BMS team placed 1st in the competition and is now headed to the World Finals Championship at Michigan State University.

Berry:

Carter Rosbergen (2)
Radha Sinha (3)
Noah Saunders (3)
Madilyn White (2)
Zachary Wood (3)
Ryan Marks (3)
Brandon Kurtz (K)
Robert Marona (K)
Addison Marks (1)

Rockwell:

Tamanna Aravind (1)
Cormac Magee (K)
Vistoria Tshimbalanga (3)
Sophia Wells (3)
Trisha Sharma (3)
Emma Anastasakis (3)
Max Hufnagel (2)
Sebby D'Amico (3)

Johnson:

Gregory Tagliaferro
Juliana Romero
Avni Shah
Anika Sharma
Julia Macomber
Preethika Shenoy
Sean Grieco
Nathaniel Haisley
Sam Salvestrini
Max Salvestrini
Jakob Haraputczyk
Alexa Brady

Eli D'Amico
Valentina Pepi
George Anastasakis
Shravya Mankala

BMS:

Nina Saunders
Elijah Cantu
Ella Williams
Simar Soni
Lily Cetinski
Alekhya Daggupati
Foibha Tshimbalanga
Quinn Preston
Page Nobles
Anika Parikh
Melody Jackson
Rohan Sinha
Dakshesh Amaram
Benjamin Haisley
Kyle Kurtz
Spencer Kurtz
Benjamin Weissmann
Nathaniel Weissmann
Owen Detwiler
Elliot Detwiler
Ben D'Amico
Austin Kurtz **
Mateo Romero **
Nate Geist **
AJ Savitsky **
Nate Wood **
Josh Heyel **
Sam D'Amico **
** State Champions / World Finalists

Our History Bowl students qualified for the Nationals in Chicago from Bethel Middle School and Washington DC for Bethel High School.

The Bethel Public Schools was named again as 100 Best Communities for Music Education by NAMM.

BHS Seniors Cameron Walsh and Tara Donahue have received certificates of Distinction from the National Center for Women and Information Technology (NCWIT) for their Aspirations in Computing Award.

Congratulations to Sophie Sallusto, Hannah Barney, Julien Schaad and Mike Tralli! Their video titled "Group Chat" has been selected as one of the top PSAs in The School for Ethical Education's (SEE) 2018-19 Academic Integrity Public Service Announcement (PSA) Contest!

Over 45 creative PSAs were entered into the contest and the top three PSA's will be honored at the annual Character Celebration dinner on May 1st at Amarante's Sea Cliff in New Haven. The PSA will be shown at this event and the students recognized during the event. Here is a link to the winning PSA

<http://devos2.bethel.k12.ct.us/show?video=cedd71452dbf>

2.A. CAS 2019 Distinguished Friend of Education Award Presentation

This is the highest award given by the Connecticut Association of Schools (CAS) to companies not directly involved in public education. Mr. Tod Ingersoll was presented the CAS 2019 Award. Ingersoll Auto is an exemplar of what CAS considers to be a "Distinguished Friend of Education".

2.B. EdAdvance Services Overview

Jeffrey Kitching, Ed.D., Executive Director, EdAdvance, gave a presentation on the services provided by EdAdvance.

2.C. Board Member Appreciation Month

The Month of March is Connecticut Board of Education Appreciation Month. Dr. Carver thanked our hardworking and dedicated board members. We thank you for the time and effort you devote to board business.

2.D. GIFTS, GRANTS, & BEQUESTS

GIFTS, GRANTS, & BEQUESTS

- CT Reading Association Literacy Grant - \$7502019
- BEF Classroom Grants for Excellence in Education Award Winners, Laua Dobrindt and Chris Ciparelli, \$500 each
- 2019 BEF grants for 10 programs in the BPS (see attached) \$38,655

- Unplugged Computer Science in the Makerspace, \$535
- Computer Science on the Mini Golf Course, \$603
- Research Tools for library research lessons (Misc. items, see attached), \$422
- Flower Puzzles for Makerspace, \$251
- Keva Plank for Makerspace, \$267
- Kindness Books, \$352

3. Election of Officers

Motion Passed: Move to nominate Dr. Carver as temporary Chairperson passed with a motion by Mrs. Melanie O'Brien and a second by Mrs. Jennifer Ackerman.

Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Yes
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

3.A. Resignation, Board Chairman

Board of Education Chairman, Mr. Larry Craybas has resigned from the Board due to personal reasons. Dr. Carver thanked Mr. Craybas for his service to both the schools and the Bethel community and for his ability to make decisions, keeping what is best for children always uppermost in his mind. Larry's dedication, commitment, patience, hard work, and professionalism as Chairman have significantly helped to improve the educational experience for the children of Bethel and have taught many the meaning of being a responsible member of this community. Mr. Craybas is consistently school and community minded and a positive role model for the children, parents, community members, and leaders of Bethel. Mr. Craybas will continue to be a champion for Bethel Schools and community.

3.B. Nominations for Chairman of the Board

Motion Passed: Move to nominate Melanie O'Brien for Chairperson of the Board of Education for 2019 passed with a motion by Mrs. Courtney Martin and a second by Mr. Nicholas Hoffman.

Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Yes

Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

3.C. Nominations for Vice Chairman of the Board

Motion Passed: Move to nominate Jennifer Ackerman for Vice Chairperson of the Board of Education for 2019 passed with a motion by Mr. Nicholas Hoffman and a second by Mrs. Melanie O'Brien.	
Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Yes
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

4. BOARD REPORTS - PROGRESS TOWARDS DISTRICT INITIATIVES

4.A. NEASC Report

A globally recognized standard of excellence, NEASC Accreditation attests to a school's high quality and integrity. Public high schools seek the accreditation on a 10 year cycle. The format for accreditation has changed dramatically. Bethel High School was one of the first high schools who experienced this new process. Mr. Troetti reviewed with the Board the new process, how it aligns with our district work, and the accolades/recommendations from the team. The report is in draft format. It will not be formal until the commission votes in April.

5. Consent Calendar

5.A. Approval of Minutes

5.A.1. January 24, 2019

Motion Passed: Move to approve the minutes of January 24, 2019 passed with a motion by Mrs. Melanie O'Brien and a second by Mrs. Jen Larsen.	
Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Abstain
Mr. Bill Foster	Absent

Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

5.A.2. January 29, 2019

Motion Passed: Move to approve the minutes of January 24, 2019 passed with a motion by Mrs. Melanie O'Brien and a second by Mrs. Jennifer Ackerman.

Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Yes
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

5.A.3. January 31, 2019

Motion Passed: Move to approve the minutes of January 31, 2019 passed with a motion by Mrs. Melanie O'Brien and a second by Mrs. Courtney Martin.

Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Abstain
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

5.A.4. February 7, 2019

Motion Passed: Move to approve the minutes of February 7, 2019 passed with a motion by Mrs. Melanie O'Brien and a second by Mrs. Courtney Martin.

Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Yes
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes

Mrs. Cathy Schaefer	Yes
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6. Correspondence

- Email- PLEASE EVALUATE AND HOPEFULLY STOP COMMON CORE - J. Gangi-1
- Email - Repeal common core! - J. Gangi-2
- Letter - Regarding Chairman, Larry Craybas - CABE

7. Audience Participation

None.

8. Administrative/Board Member Update

Equipment Shed for custodial equipment, Claris put in the pad for free.

Shepaug contacted Dr. Carver to see if the Board would be interested in having them come back to give an update on the program. It was the consensus of the Board to wait until after the program is up and running and a year in.

Culinary Kitchen - Perkins Grant \$18,000 for new hood vents for convection oven, goal is to develop a commercial kitchen -This is Phase 1

Military Ball will be held Friday, March 29th. Dr. Carver reviewed the timeline.

9. Reports to the Board

9.A. Curriculum

9.A.1. International Summer 2020 Trip to Costa Rica

Bethel High School would like to organize a trip to Costa Rica for those students interested in the study of culture, language, biodiversity, nature, business, and international cuisine. The anticipated dates of the 11 day trip would be July 6, 2020 through July 17, 2020. The anticipated cost of the trip for our students would be \$2999 (quoted for a minimum of 30 students), which covers roundtrip airfare, hotels, meals, tours and admissions, transportation, service of a full time EF director, and basic insurance). The goal is to have 36 students and 6 chaperones for the trip.

Motion Passed: Move to approve International Summer 2020 Trip to Costa Rica passed with a motion by Mrs. Jennifer Ackerman and a second by Mr. Nicholas Hoffman.	
Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes

Mrs. Jennifer Ackerman	Yes
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

9.B. Policy

9.B.1. First Reading

9.B.1.a. Policy/Regulation 3260 - Discarding of Textbooks, Instructional Material & Equipment

Motion Passed: Move to accept for a first reading passed with a motion by Mrs. Melanie O'Brien and a second by Mr. Nicholas Hoffman.

Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Yes
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

9.B.2. 6146R Graduation Requirements

Dr. Carver reviewed with the Board the bill AN ACT CONCERNING REVISIONS TO THE HIGH SCHOOL GRADUATION REQUIREMENTS, which has been significantly revised. The current version places the requirements for the class of 2023, which is the current 8th grade class.

9.C. Finance

9.C.1. Food Service

9.C.1.a. Sodexo Update

All snacks are on the state approved snack list. Fruits and veggies are unlimited with the purchase of a lunch. Participation is up at all schools. Currently doing a parent food service survey.

9.C.1.b. 2019-2020 School Lunch Prices

Raising student lunch prices a modest amount (5 cents) at all schools. Elementary will be \$2.95 insuring that the district meets the minimum required Paid Lunch Equity by the USDA and Middle School and High School will be \$3.30. All student lunch prices include milk. Leaving all student school breakfast prices at \$2.30. Leaving Adult meal prices as we do comply with CSDE guidelines. Adult breakfast will remain at \$2.75 and Adult Lunch will be \$4.00. Adult lunch prices do not include a beverage. Bethel's prices are similar to other school districts in this area and across the state.

Mrs. Ackerman questioned the adult portion size/price at the elementary schools. Does the adult price give an adult size portion? Mrs. Yonsky stated teachers can also order lunch from the HS.

Motion Passed: 1) Motion to set the student school lunch prices for the 2019/2020 school year as follows: Elementary \$2.95 and High School/Middle School \$3.30. The BOE sets the school breakfast prices at all schools at \$2.30 for the 2019/2020 school year passed with a motion by Mrs. Courtney Martin and a second by Mrs. Cathy Schaefer.

Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Yes
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

Motion Passed: 2) Motion to set the reduced priced breakfast to \$0.00 rather than \$0.30 for the 2019-2020 school year to continue to promote participation in the breakfast program passed with a motion by Mrs. Courtney Martin and a second by Mrs. Melanie O'Brien.

Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Yes
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

Motion Passed: 3) Motion to set the Adult lunch price at \$4.00 and the Adult breakfast price at \$2.75 for the 2019/2020 school year in order to comply with CSDE pricing guidelines passed with a motion by Mrs. Courtney Martin and a second by Mrs. Jennifer Ackerman.

Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Yes
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

9.C.1.c. Approval Food Service Management Contract Renewal

Mrs. Yonsky, Dir. of Fiscal Services informed the committee the management agreement is in the last of the 5 year contract, which has been renewed each year.

9.C.1.d. Healthy Foods Certification for CSDE

Motion Passed: Move to approve the following motions:

1) On behalf of the Bethel Board of Education and pursuant to Sections 10-215f of the Connecticut General Statutes, we hereby certify that all food items offered for sale to students in the schools under our jurisdiction, and not exempted from the CNS published by the Connecticut State Department of Education will comply with the CNS during the period of July 1, 2019 to June 30, 2020. Such certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to, school stores, vending machines, school cafeterias, and any other fundraising activities on school premises, whether or not school sponsored.

2) Pursuant to Sections 10-215f of the Connecticut General Statutes, we hereby acknowledge that the Board of Education or governing authority, will exclude from certification food and beverage items that do not meet the CNS, provided that (1) such food is sold in connection with an event occurring after the end of the regular school day or on the weekend, (2) such sale is at the location of the event, and (3) such food is not sold from a vending machine or school store.

3) On behalf of the Bethel Board of Education and pursuant to Sections 10-221q of the Connecticut General Statutes, we hereby certify that all beverage items offered for sale to students in the schools under our jurisdiction, and not exempted from the CNS published by the Connecticut State Department of Education will comply with the CNS during the period of July 1, 2019 to June 30, 2020. Such certification shall include beverages offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to, school stores, vending machines, school cafeterias, and any other fundraising activities on school premises, whether or not school sponsored.

4) Pursuant to Sections 10-221q of the Connecticut General Statutes, we hereby acknowledge that the Board of Education or governing authority, will exclude from certification beverage items that do not meet the CNS, provided that (1) such beverage is sold in connection with an event occurring after the end of the regular school day or on the weekend, (2) such sale is at the location of the event, and (3) such beverage is not sold from a vending machine or school store passed with a motion by Mrs. Courtney Martin and a second by Mrs. Melanie O'Brien.

Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Yes
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes

Mrs. Cathy Schaefer	Yes
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9.C.2. Personnel

9.C.2.a. Upcoming bargaining unit negotiations

Upcoming bargaining unit negotiations: Nurses, Custodians.

9.C.3. Budget

9.C.3.a. Overview of Audit of Prior Year

Mrs. Yonsky informed the Board is was the first time filing under the new EFS system that replaces ED001. It was a complex process but handled extremely well within the Business Office and the filing was completely accurate and timely in its first submission. No management letter findings have been issued by the Audit firm of PKF O'Connor Davies

9.C.3.b. Budget Status: Current Year and Next Year

Mrs. Yonsky informed the Board the SPED expenditures have increased due to the types of needs and severity. The budget will be tight at the end of the year but ok.

9.C.3.c. Budget Transfers

Mrs. Yonsky reviewed the budget transfers with the committee.

Motion Passed: Move to approve the budget transfers as stated passed with a motion by Mrs. Melanie O'Brien and a second by Mrs. Jennifer Ackerman.	
Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Yes
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

9.C.4. 2019-2002 Education Budget Reduction Discussion

The Board discussed ideas for impacts of possibility of additional cuts to the 19-20 budget.

9.D. Facilities

9.D.1. TRACK AND FIELD TRAINING CENTER UPDATE

Track & Field center is on schedule and the steel framing will be going up next week.

9.D.2. ROCKWELL/JOHNSON SCHOOL RENOVATION PROJECTS INFORMATION/UPDATE

Groundbreaking Ceremony, April 11, 2019 at 11 AM. Snow/Rain Date - April 23rd

The renovate-as-new projects for Johnson and Rockwell are beginning the week of Monday, April 1, 2019. We have provided updated phasing plans on our website. This is an overview of what you can expect from now until the end of the summer:

Rockwell School

- Site clearing - trees to right of current playground (facing school) and behind school.
- Partial removal of hillside behind school (any blasting will be while school is not in session).
- Fencing of construction areas and removal of current playground. Fencing of playground next to athletic field.
- Removal of underground tank and relocation of loading docks.
- Prep and installation of portable classrooms with full utilities.
- Environmental abatement of the entire building (summer).
- Relocation of administrative suite, installation of new rear staircase and elevator.
- Raising the front Rockwell parking lot.

Johnson School

- Site clearing, service road and fencing - Some partial tree removal. Service road to around entire building. Construction fencing installed.
- Gym demolition and construction.
- New addition begins (5th grade wing, including STEM room and media center).
- Environmental abatement of the entire building (summer).

With all of this activity on campus, we will undoubtedly encounter challenges. Good communication can mitigate those challenges.

Dr. Carver will be hosting another parent session on what to expect for new Kindergarten parents after they receive school placement at the beginning of June. Any parent or community members can attend that session. A date will follow shortly.

A groundbreaking ceremony on April 11th at 11:00 AM (rain date April 23rd), in the side parking lot. Any parent or community member to attend the ceremony.

9.D.2.a. Groundbreaking Ceremony

Groundbreaking Ceremony, April 11, 2019 at 11 AM. Snow/Rain Date - April 23rd

10. Executive Session

10.A. General Statues 1-210(b)(9) Negotiations - Nurses & Custodians

Motion Passed: Move to enter into Executive Session at 8:32 PM passed with a motion by Mrs. Melanie O'Brien and a second by Mrs. Jennifer Ackerman.

Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Yes
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

Motion Passed: Move to come out of Executive Session at 8:39 PM passed with a motion by Mrs. Jennifer Ackerman and a second by Mrs. Jen Larsen.

Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Yes
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

11. Adjourn

Motion Passed: Move to adjourn at 8:39 PM passed with a motion by Mrs. Jennifer Ackerman and a second by Mrs. Jen Larsen.

Mrs. Melanie O'Brien	Yes
Mrs. Kristen Lacey	Absent
Mr. Scott Clayton	Absent
Mr. Nicholas Hoffman	Absent
Mrs. Jen Larsen	Yes
Mrs. Jennifer Ackerman	Yes
Mr. Bill Foster	Absent
Mrs. Courtney Martin	Yes
Mrs. Cathy Schaefer	Yes

Respectfully submitted,
Susan Pare
Board Recorder



Connecticut Association of Boards of Education

81 Wolcott Hill Road, Wethersfield, CT 06109-1242 • (860) 571-7446 • Fax (860) 571-7452 • www.cabe.org

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Vincent A. Mustaro
Senior Staff Associate
for Policy Service

Lisa M. Steimer
Senior Staff Associate
for Professional Development
and Communications

Teresa Costa
Coordinator of Finance
and Administration

April 9, 2019

Dr. Christine Carver, Superintendent
Bethel Public Schools
P.O. Box 253
Bethel, CT 06801

Dear Members of the Bethel Board of Education, Superintendent Carver,
Staff and Community:

It was with great sorrow we heard that Larry Craybas passed away
Saturday. As I wrote to you March 11, 2019, we very much enjoyed
having Larry involved with CABE. We know he will be greatly missed by
all who knew him.

On behalf of the Connecticut Association of Boards of Educations, Board
of Directors and Staff, as well as our members throughout the State, please
accept our deepest sympathies for his untimely passing. If there is
anything we can do to help in this difficult time, please let me know.

Again, the Bethel Board of Education, Staff and the Community is in our
thoughts.

Sincerely yours,

Robert Rader
Executive Director

cc: CABE Board of Directors, Staff

RECEIVED

APR 01 2019

BETHEL PUBLIC SCHOOLS
CENTRAL OFFICE



Carver, Christine <carverc@bethel.k12.ct.us>

Fw: Bethel Bd chair dies

1 message

THOMAS JOKUBAITIS <tjokubaitis@snet.net>
To: Christine Carver <carverc@bethel.k12.ct.us>

Mon, Apr 8, 2019 at 5:01 PM

Good afternoon Christine,

I have just learned about Larry's death - please extend my sincere condolences to the Bethel BOE and educators. It was indeed a pleasure working with him during the superintendent search that brought you to Bethel. He was truly a champion for children in Bethel. The sentiments expressed in the news article below were clearly evident in the work he did and the care he demonstrated for Bethel educators.

Sincerely,

Tom Jokubaitis

<https://www.newstimes.com/local/article/Longtime-Bethel-school-board-chair-dies-13750002.php>



Carver, Christine <carverc@bethel.k12.ct.us>

Larry's Passing

1 message

James Ritchie <jritchie4@charter.net>
To: carverc@bethel.k12.ct.us

Mon, Apr 8, 2019 at 5:50 PM

Hi, Christine:

I was distraught to learn of Larry's passing. He was a gentleman in every way. In addition he was dedicated to the Bethel Community and its schools in a way that I found inspirational. He was among the top 5 or 6 Board Chairs with whom I worked over the years. Bethel will surely miss his leadership and his spirit of giving. Please extend my sincere condolences to the members of the Board of Education and the rest of the Bethel Community.

Sincerely,

Jim



To: Sen. Julie Kushner, Sen. Will Haskell, Rep. Stephan Harding, and Rep. Raghiv Allie-Brennan

From: Dr. Christine Carver, Superintendent of Schools

Date: March 29, 2019

RE: HB 7150: AN ACT IMPLEMENTING THE GOVERNOR'S BUDGET RECOMMENDATIONS CONCERNING EDUCATION

On behalf of the Bethel Public Schools, we want to express strong opposition to HB-7150 AN ACT IMPLEMENTING THE GOVERNOR'S BUDGET RECOMMENDATIONS CONCERNING EDUCATION, specifically the passing of teacher pension liability to local municipalities. We view this pass down as a shift in tax burden, to local property taxes which will directly impact resources to educating the children of Bethel.

Bethel spends \$15,545 in [per pupil expenditures](#), with the state average of \$16,988. We are highly efficient in our spending and are proud of our results. Passing on of this expenditure will further stretch our limited resources. We are also highly concerned that it there will be an attempt to increase the percentage of the share over time. Bethel is a growing community. We have had significant increase in student population and demographics with almost no increases to resources. Here is a summary of the changes:

- Overall Enrollment: 3130, +184 students
- Special Education: 411, +79 students
- English Learners: 199, +91
- Free & Reduced Lunch*: 28% (this is an increase from 8% 12 years ago)

*Change in calculation by State of Connecticut

The 3 Year Phase in for Bethel for the pass down of the TRB as proposed is as follows:

Year	Amount
2019-2020	\$126,348
2020-2021	\$260,921
2021-2022	379,045

In addition, over the past several years, despite a growing and more challenging population this has been our loss in ECS funding at the State level:

Year	Total ECS Grant to the Town of Bethel	Loss/Gain from Previous Year
2015-2016	\$8,264,287	\$(97,401)
2016-2017	\$8,087,732	\$(176,555)
2017-2018	\$7,031,632	\$(1,056,100)
2018-2019	\$7,917,835	\$886,203
2019-2020*	\$7,914,843	\$(2,992)
2020-2021*	\$7,856,510	\$(58,333)
2021-2022*	\$7,798,722	\$(57,788)

*Projected from Governor's proposed budget.

Impact of TRB & ECS

Year	TRB	ECS Reduction	Total Reduction for Year
2019-2020	\$126,348	\$2,992	\$(129,340)
2020-2021	\$260,921	\$58,333	\$(319,25)
2021-2022	\$379,045	\$57,788	\$(436,833)

The figures above don't even include caps to the Special Education Grants over the last 5 years. Just to give you a sense of how this impacts our operational budget. A \$436,833 reduction is close to 8 teachers. Clearly, we would not make any reductions solely on teaching staff, but 85% of our operating budget is salaries and benefits. With a similar size population in 2007-2008, the district had approximately 15 more staff members, with a less challenging population. This would also equate to a .22 mill rate increase on local property taxes.

We feel that the state has an obligation to support public education in the State of Connecticut. This continued stripping of core resources to our school district is not acceptable. As you are aware, the economic viability of a town and state is directly linked to the quality of educational programs. Our children are our future. We urge you not to support any pass through of the Teachers Retirement System to local municipalities.

The Bethel Public Schools

Invites You

To the Annual Awards Ceremony

For

RETIREES

TEACHERS OF THE YEAR

ROOKIE TEACHERS OF THE YEAR

PILLARS OF THE COMMUNITY

EDUCATIONAL SERVICE AWARDS

CREATIVITY, INNOVATION AND EXCELLENCE IN EDUCATION RECOGNITION

FRIENDS OF BETHEL AWARD

CHAMP Award

THURSDAY, MAY 23, 2019

5:00 – 9:00 P.M.

The Amber Room Colonnade

Route 37 (Stacey Road)

Danbury, CT

Hors d'oeuvres

Mixed Field Greens w/Sliced Strawberries & Goat Cheese Salad

Choice of Entrée:

Surf & Turf: Slow Roasted Prime Rib & Jumbo Shrimp

Vegetarian: Eggplant Napoleon w/Mozzarella Cheese

Seasonal Vegetable

Dessert: Colonnade Parfait Sampler

(Beverages for Purchase)

Name: _____

School: High Middle Johnson Rockwell Berry Central Office

Choice of Dinner Entrée:

_____ *Surf & Turf: Slow Roasted Prime Rib & Jumbo Shrimp, w/Seasonal Vegetables*

_____ *Vegetarian: Eggplant Napoleon w/Mozzarella Cheese*

Yes, I Will Attend _____ *(\$60 per person enclosed)*

Check Payable: Board of Education, Student Activity Fund

RSVP by May 17, 2019 - Send To: Danna DeSimone, Central Office





Bethel Public Schools

1 School Street, P.O. Box 253, Bethel, CT 06801
Fax: (203) 794-8723 – website: www.bethel.k12.ct.us

Christine Carver, Ed. D.
Superintendent of Schools
(203) 794-8601

Susan Budris
Director Director
Special Education & Pupil Services
(203) 794-8616

Kristen Brooks, Ed. D.
Assistant Superintendent of Schools
(203) 794-8613

Michelle D. Rutledge
Director
Teaching & Learning
(203) 794-8755

Theresa D. Yonsky
Director of Fiscal Services
(203) 794-8603

Robert Germinaro
Supervisor
Facility & Security Operations
(203) 794-8609

April, 2019

Dear Staff Member:

Twenty years ago we began an annual awards dinner to signify the close of a successful school year and to celebrate the accomplishments of so many of our colleagues. The Board of Education is pleased to continue what has become an eagerly anticipated evening. Each year more and more of you attend to share the joy of camaraderie, to laugh, and to express appreciation for a job well done.

We believe that the Bethel Public Schools have been blessed, not only with outstanding teachers, but administrators, nurses, secretaries, paraprofessionals, custodians, cafeteria workers, and bus drivers as well, and we have worked with a hardy band of volunteers to recognize a number of our staff.

On **Thursday, May 23, 2019, at 5:00 p.m. at the Amber Room in Danbury**, the Board of Education will host the annual **Awards Dinner** in celebration of achievement for the following:

Each school staff has selected its **Teacher of the Year**:

Bethel High School – Christopher Ciparelli, Social Studies Teacher
Bethel Middle School – Erin Tegmier, Physical Education Teacher
R.M.T. Johnson School – Nat Claridge, Physical Education Teacher
F.A. Berry School – Jennifer Aponte, Grade 1 Teacher/Counselor
A.H. Rockwell School – Elaine O’Keeffe, Special Education Teacher

Each school staff as well as district staff have selected its **Pillar of Bethel** award to honor those who have contributed extraordinary service to the schools:

Bethel High School – Susan DeCarlo, Paraprofessional
Bethel Middle School – Amy Mannion, Guidance Counselor
R.M.T. Johnson School – Jaimie Stewart, Building Substitute
F.A. Berry School – Deborah Albin, Building Substitute
A.H. Rockwell School – Mary Plunsk, Guidance Counselor
Bethel Board of Education – Suzanne Rodgers, Accounting Supervisor

We have added **Rookie Teachers of the Year** to recognize those outstanding teachers beginning their careers:

Bethel High School – Megan Mason, Guidance Counselor
Bethel Middle School – Jennifer Moore, Mathematics Teacher
R.M.T. Johnson School – Anna Gallacher, Special Education Teacher
F.A. Berry School – Danielle Troiano, Grade 2 Teacher
A.H. Rockwell School – Brittany Martelle, Grade 2 Teacher

The annual **CHAMP Award** will be presented to
Ann Rodwell-Lawton, Director of Education, Training, & Outreach
Women’s Center of Greater Danbury

Friends of Bethel Award will be presented to
Megan Dean, Library Director
Bethel Public Library

We will recognize **Retirees**:

A.H. Rockwell School

Irene Schiavo, Paraeducator

R.M.T. Johnson School

Michele Carpentier, Music Teacher

Bethel Middle School

Clementine Hollopeter, Computer Science Teacher

Bethel High School

Christine Imperati, Cafeteria Worker

Robert Owen, Social Studies Teacher

Kim Trinklein, Physics Teacher

Bethel Board of Education

Susan Budris, Director of Special Education

We will be recognizing those who have served the Bethel Public Schools for **10, 20, 30, and 50 years**.

These honorees are:

10 Year Honorees

Richard Baumer, Theresa Gonsowski, Erica Herbert, Michael Miska, Elizabeth Rey, Shelly Rinas, Christine Schettler, Katherine Stevens, Jennie Taranovich, Jennifer Trainor, Jennifer Trzcinski, Jessica Wismar

20 Year Honorees

Danielle Altorelli, David Arre, Barbara Barese, Chrisell Brink, Kathryn DeGruttolo, Danna DeSimone, Mary Fernand, MaryRose Greenfield, Diane Kinkade, William Mills, Susan Morgan, Karen Rowe, Amy Shulkin, Kim Trinklein

30 Year Honorees

Lisa Notti & Wendy Scianna

50 Year Honoree

Maureen DeBlois

Last, but not least, we will recognize ***Creativity, Innovation, and Excellence in Education***. This recognition is given to staff members who demonstrate creativity, innovation, and excellence for the students in the Bethel Public Schools, aligned to our mission, core beliefs, and strategic focus areas.

Creativity & Innovation:

Nat Claridge & Jess Bouchard; Susan Budris, Sheila Levine, & Kate Coffey; Danelle Egan; Kit Nielsen; Caitlin Boles; Kara DiBartolo; Caitlin Boles; Lauren Nero & Colby Holleran; Laura Dobrindt; Diana Bernardo, Kara DiBartolo, Nancy Anastasi, Danelle Egan & Caitlin Boles; Karen Neville; Chris Ciparelli & Crystal Morgan; Bill Hagan; Lori Dight

Excellence in Education:

Nat Claridge, Tamarah McCue; Marjorie Dilworth & Diana Oliveira; Allison Recklet, Kim Hillyer, Caitlin Boles, & Keith Marotta; Nicole Ducsay & Nancy Anastasi; Kari Leonard, Jennifer Aponte, Diane Kinkade, Michelle Pashaian, Leah Laden, Laura Massey & Jessica Ray; Mark Ferrandino & Megan Mason

We encourage each and every staff member to attend on this evening. We believe this is an excellent way to bring our staff together and to say nice things about our friends and colleagues.

Dr. Christine Carver
Superintendent of Schools
Bethel Public Schools

Mrs. Melanie O'Brien
Chairperson
Bethel Board of Education

Music Department Curriculum Update

Spring 2019

Objectives

1. Update curriculum to
 - a. reflect the 2014 National Core Arts Standards.
 - b. incorporate global competencies.
2. Reflect the shared values of the district, music department staff, and students.
3. Implement common assessments.
4. Improve vertical alignment, K-12.

1: Organization of Curricula

— — —

2003:

GENERAL MUSIC Grades K-3
GENERAL MUSIC Grades 4-5
GENERAL MUSIC Grades 6-7

STRINGS Grades 3-5
STRINGS Grades 6-8

KEYBOARDING Grade 8

BAND Grades 4-5
BAND Grades 6-8

AMERICAN MUSIC

CONCERT BAND Grades 9-12

JAZZ ENSEMBLE Grades 9-12

MARCHING BAND Grades 9-12

MUSIC APPRECIATION Grades 9-12

MUSIC THEORY I & II Grades 9-12

ROCK ENSEMBLE Grades 10-12

CHORUS Grades 6-8

CONCERT CHOIR Grades 9-12

CHAMBER SINGERS Grades 10-12

TREBLE CHOIR Grades 9-12

KEYBOARDING Grades 9-12

2019:

ADAPTIVE MUSIC Grade 6-8 & HS

ENSEMBLES Grade 3-8 & HS

GENERAL MUSIC Grade K-5

MODERN BAND Grade 7-8 & HS

MUSIC TECHNOLOGY Grade 7-8 & HS

THEORY AND COMPOSITION HS

2: Rewrite GENERAL MUSIC, K-5

2003:

Grade K

Organized by 1998 Content Standards and subsequent Achievement Standards. Tasks are laid out to assess in each standard.

2019:

Grade K

Unit 1: Beat
Unit 2: Voice
Unit 3: Rhythm
Unit 4: Pitch
Unit 5: Singing
Unit 6: Patterns
Unit 7: Instruments
Unit 8: Dynamics
Unit 9: Tempo
Unit 10: Duration
Unit 11: Listening
Unit 12: Year End Review

3: Rewrite ENSEMBLES Grade 3-8 & HS

2003:

Organized by 1998 Content Standards and subsequent Achievement Standards. Tasks are laid out to assess in each standard.

Divided into Strings, Band, Chorus

Curricula is broken up by numerous strands and grade levels:

3-5

6-8

9-12

2019:

Consolidated into four levels:

1. ENSEMBLES NOVICE (or yrs 1-2)
2. ENSEMBLES INTERMEDIATE (or yrs 3-4)
3. ENSEMBLES PROFICIENT (or HS)
4. ENSEMBLES ADVANCED (or HS Advances)

Each performing ensemble (String Orchestra, Band, Chorus) share common units, standards, while varying their objectives, instructional strategies and assessments.

4: Build Common Assessments

To ensure implementation of new curricula.

To provide opportunities for staff to strategize around common goals.

To clarify where deficits exist in student learning.

Example:

[Ensembles PROFICIENT \(HS or yrs 5-6\) Orchestra](#)

5: Present for Approval

GENERAL MUSIC Grade K-5

ENSEMBLES NOVICE (or yrs 1-2) - Curriculum

ENSEMBLES INTERMEDIATE (or yrs 3-4) - Curriculum

6: Further Development

— — —

Next steps are to rewrite:

ENSEMBLES PROFICIENT (or HS) - Curriculum

ENSEMBLES ADVANCED (or HS advanced) - Curriculum

ADAPTIVE MUSIC Grade 6-8 & HS

MODERN BAND Grade 7-8 & HS

MUSIC TECHNOLOGY Grade 7-8 & HS

THEORY AND COMPOSITION HS

Much of this work has already begun!

7: Improve the Process

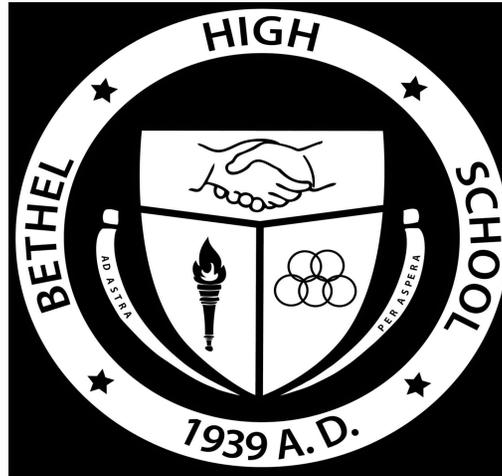
How can curriculum writing and revision fit into our daily work?

8: Bonus!

Arts Pathways

Concentrations in:

Music Performance, Music Education, and Audio Production



Arts Pathway

Overview

The Bethel High School Arts Pathway is a personalized learning experience for students interested in pursuing careers in the fields of visual and performing arts disciplines. Students will engage in a variety of rigorous, relevant and authentic courses and activities centered on their field of interest.

The goals of the BHS Arts Pathway are to increase the student's knowledge and appreciation of the arts, as well as to understand all the critical skills necessary to be successful in visual and performing arts professions.

Bethel High School Arts Pathway students will:

- Engage in a curriculum which will prepare them for post-secondary course work in the arts, and or future careers in the profession
- Learn relevant technology skills
- Build relationships with community leaders of culture

- Attend professional learning programs, seminars, conferences and special events relevant to the arts
- Become affiliated with national and or local business organizations
 - Chamber of Commerce
 - Economic development events
- Consistently demonstrate the ability to think critically
- Demonstrate an understanding of ethical behavior in the workplace and leadership skills

Required Coursework:

In addition to Bethel High School graduation requirements, the BHS ARTS Pathway students will successfully complete the following courses and experiences to complete the certification:

Music		
Music Performance Concentration	Music Education Concentration	Audio Production Concentration
<ul style="list-style-type: none"> <input type="checkbox"/> 4 years of enrollment in a music ensemble - Band, Jazz Band, Marching Band, Chorus, or Orchestra <input type="checkbox"/> 1 semester of Modern Band (Guitar, Electric Bass, Ukulele, Banjo) OR Keyboarding <input type="checkbox"/> 1 year of A.P. Music Theory <input type="checkbox"/> 1 year of Digital Music OR Recording Studio <input type="checkbox"/> 1 year student internship OR independent study OR capstone portfolio in the music department <input type="checkbox"/> 30 hrs of immersion experience** 	<ul style="list-style-type: none"> <input type="checkbox"/> 4 years of enrollment in a music ensemble - Band, Jazz Band, Marching Band, Chorus, or Orchestra <input type="checkbox"/> 1 semester of Modern Band (Guitar, Electric Bass, Ukulele, Banjo) OR Keyboarding <input type="checkbox"/> 1 year of A.P. Music Theory <input type="checkbox"/> 1 Semester of Adaptive Music <input type="checkbox"/> 1 year of Digital Music OR Recording Studio <input type="checkbox"/> 1 year of Cadet Teaching with a Music Educator <input type="checkbox"/> 30 hrs of immersion experience** 	<ul style="list-style-type: none"> <input type="checkbox"/> 1 year of enrollment in a music ensemble - Band, Jazz Band, Marching Band, Chorus, or Orchestra <input type="checkbox"/> 1 semester of Modern Band (Guitar, Electric Bass, Ukulele, Banjo) OR Keyboarding <input type="checkbox"/> 1 year of A.P. Music Theory <input type="checkbox"/> 1 year of Digital Music <input type="checkbox"/> 1 year of Recording Studio <input type="checkbox"/> 1 year student internship OR independent study OR capstone portfolio in the music department <input type="checkbox"/> 30 hrs of immersion experience**

Visual ARTS

General ART and ART Education Concentration	Drawing & Illustration Concentration	Two-Dimensional Design Traditional ART Concentration	Three-Dimensional Design ART Concentration	Photography ART Concentration	Graphic Design Concentration
<ul style="list-style-type: none"> <input type="checkbox"/> ART I (General ART) and/or Adaptive ART I (ART Education) <input type="checkbox"/> Drawing I <input type="checkbox"/> Printmaking <input type="checkbox"/> Ceramics I <input type="checkbox"/> Photoshop Design <input type="checkbox"/> Painting <input type="checkbox"/> AP ART History <input type="checkbox"/> Grade 12 Cadet Teacher with K-12 ART Faculty <input type="checkbox"/> 30 hrs of immersion experience** <p><i>This concentration is recommended for students interested in pursuing a Museum-related career.</i></p>	<ul style="list-style-type: none"> <input type="checkbox"/> ART I <input type="checkbox"/> Drawing I <input type="checkbox"/> Photoshop Design <input type="checkbox"/> Drawing II UCONN ECE <input type="checkbox"/> Painting <input type="checkbox"/> Digital Media Foundations UCONN ECE <input type="checkbox"/> *AP Studio ART: Drawing Portfolio Concentration and/or Independent Study in Drawing or Illustration <input type="checkbox"/> 30 hrs of immersion experience** <p><i>This concentration is recommended for students interested in pursuing architecture, fashion design or interior design.</i></p>	<ul style="list-style-type: none"> <input type="checkbox"/> ART I <input type="checkbox"/> Drawing I <input type="checkbox"/> Printmaking <input type="checkbox"/> Beginning Photography <input type="checkbox"/> Photoshop Design <input type="checkbox"/> *AP Studio ART: 2D Design Portfolio Concentration and/or Independent Study in ART field of focus <input type="checkbox"/> 30 hrs of immersion experience** 	<ul style="list-style-type: none"> <input type="checkbox"/> ART I <input type="checkbox"/> Ceramics I <input type="checkbox"/> Ceramics II <input type="checkbox"/> Sculpture <input type="checkbox"/> *AP Studio ART: 3D Design Portfolio Concentration and/or Independent Study in 3D ART field of focus <input type="checkbox"/> 30 hrs of immersion experience** 	<ul style="list-style-type: none"> <input type="checkbox"/> ART I <input type="checkbox"/> Beginning Photography <input type="checkbox"/> Digital Photography <input type="checkbox"/> Photography II <input type="checkbox"/> Photoshop Design <input type="checkbox"/> *AP Studio ART: 2D Design Portfolio Concentration and/or Independent Study in Photography <input type="checkbox"/> 30 hrs of immersion experience** 	<ul style="list-style-type: none"> <input type="checkbox"/> ART I <input type="checkbox"/> Digital Photography <input type="checkbox"/> Photoshop Design <input type="checkbox"/> Digital Media Foundations UCONN ECE <input type="checkbox"/> *AP Studio ART: 2D Design Portfolio Concentration and/or Independent Study in Photography <input type="checkbox"/> 30 hrs of immersion experience**

*Drawing I is a required prerequisite for AP Studio ART, and Honors Studio ART is a recommended prerequisite for AP Studio ART

**Immersion can include but is not limited to, job shadow, membership in NAHS or Tri-M, and or work in an arts related field

Students in an ARTS Pathway must complete a capstone in the ARTS. The capstone placement should be relevant to their field of interest, either AP Studio ART or Independent Study.

Partnerships:

The ARTS Pathway will partner with the following businesses, agencies and institutes to create personalized experiences for each student:

Aldrich Museum of Contemporary ART
Bethel ARTS
Brookfield Craft Center
National ART Honor Society
Tri-M Music Honor Society
Cadet Teaching
Local Artists and Musicians
Anthony Depoto - Musical Theater
Bethel Music Center
WWE Production Studios
Imperial Studios
Western Connecticut State University School of Visual and Performing Arts

Students

Cyberbullying (The Use of Technology to Harm Others)

The Bethel Board of Education defines cyberbullying as the use of electronic devices to harm others, and includes

- ~~Sending or posting electronic messages, digital pictures or images, or postings on web sites, blogs, or social networking sites for the purpose of harassing, humiliating, teasing, intimidating, threatening, or terrorizing another person;~~ ¶
¶
- Bullying that takes place over digital devices like cell phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content.
- ~~Creating, posting, accessing, distributing, viewing, or possessing any electronic messages, digital images, social networking content, or other electronic or print material for the purpose of harassing, humiliating, teasing, intimidating, threatening, or terrorizing another person.~~
- sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behavior.

Any form of cyberbullying committed *once* by student(s) at school using school electronic devices, or from home computers or cell phones, or from other electronic devices, or done using social networking sites of any kind is expressly forbidden. Students must be mindful that cyberbullying activates disciplinary consequences after the *first* incident.

Students are prohibited from using any electronic device, including cell phones, to access and/or distribute such material at school, on school grounds, at a school-sponsored event, or on a school bus.

Publication, access, and/or distribution of such material while in school will be considered disruptive to the educational process by school officials and assumed intended for access within school by students.

All forms of harassment using technology of any type are violations of this policy and the district's Responsible Use Policy (RUP) and procedures.

All district network users, including student users, are responsible for the appropriateness of the material they transmit over the system. Hate mail, harassment, discriminatory

remarks, “sexting,” or other antisocial, illegal, or inappropriate behaviors such as those referenced in the cyberbullying definition are expressly prohibited.

Students, teachers, and other staff members who believe they have been the victims of such misuses of technology as described in this policy should not erase the offending material. Except in the case of pornographic images or “sexting” images, a copy of the material should be brought to the attention of the school principal or assistant principal. In the case of “sexting” images, the student, teacher, or staff member should show the school administrator the image on the electronic device, and local law enforcement officials will be contacted immediately. **Personal devices are subject to search by school officials.**

~~The Associate Superintendent~~ **School administrators** shall fully investigate all reports of cyberbullying with assistance from the **Assistant Superintendents**~~school administrators~~.

Students who violate this policy will be subject to disciplinary action. Students may lose their computer privileges, may be suspended or expelled, or may be reported to law enforcement officials. If any kind of threat is communicated as part of the cyberbullying, or if a hate crime is committed, or if any “sexting” images are communicated, these offenses will be reported to local law enforcement officials.

In addition, students who violate this policy will be required to attend a Digital Citizen Academy to learn how to be an effective digital citizen in the 21st Century.

cf. 0521 – Nondiscrimination)
(cf. 5114 – Suspension and Expulsion/Due Process)
(cf. 5131 – Conduct)
(cf. 5131.8 – Off School Grounds Misconduct)
(cf. 5131.9 – Aggressive Behavior)
(cf. 5131.911 – Bullying)
(cf. 5131.83 – Restrictions on Print or Electronic Material Created or Copied by Students)
(cf. 5144 – Discipline/Punishment)
(cf. 5145.4 – Nondiscrimination)
(cf. 5145.42 – Sexual Harassment)

Legal Reference: Connecticut General Statutes 10-222d; 10-233a through 10-233f

PA 02-119, An Act Concerning Bullying Behavior in Schools and Concerning the Pledge of Allegiance

Kyle P. Packer PPA Jane Packer v. Thomaston Board of Education. (SC 15862)

Policy adopted: 5/22/2006
SCHOOLS

BETHEL PUBLIC

Policy Revised: 1/21/2010
Policy Revised: 4/15/2010
Policy Revised: 4/29/2010
Policy Revised:

Bethel, Connecticut

Business

Discarding of Textbooks, Instructional Materials & Equipment

The Bethel Board of Education authorizes the Superintendent to determine when textbooks, instructional materials and equipment may be discarded. The Superintendent will develop procedures to discard such items in accordance with the Bethel Town Charter.

Legal Reference: Connecticut General Statutes
10-220 Duties of boards of education.
10-240 Control of schools.
10-241 Powers of school districts.

Policy adopted:
Policy Reviewed:
3260P-P&P3-04

July 20, 1992
11/4/04, 9/9/10

BETHEL PUBLIC SCHOOLS
Bethel, Connecticut

Business

Discarding of Textbooks, Instructional Materials & Equipment

Textbooks

1. Textbooks to be discarded should be inventoried. Inventory should include
 - Title
 - Copyright date
 - Number of copies
 - Reason for discard
2. Inventory should be forwarded to the Superintendent's office for approval
3. Textbooks which may be of some use to non-profit organizations should be forwarded to them with a memorandum from the Superintendent
4. The Director of Fiscal Services will determine an appropriate method of disposal of all remaining ~~textbooks.equipment.~~

Instructional Materials

1. Instructional materials to be discarded should be inventoried. Inventory should include:
 - Title
 - Copyright date
 - Number of copies
 - Reason for discard
2. Inventory should be forwarded to the Superintendent's office for approval
3. Instructional materials which may be of some use to non-profit organizations should be forwarded to them with a memorandum from the Superintendent
4. The Director of Fiscal Services will determine an appropriate method of disposal of all remaining ~~instructional materials.equipment.~~

Equipment

When it becomes necessary to dispose of any used equipment including computers, the Bethel Public Schools will use the following protocol.

1. Equipment will first be offered to Town of Bethel at no cost.
2. Any remaining equipment will be ~~offered at assessed to determine~~ current market value and offered for sale to the following groups on a first come first serve basis:
 - ~~Bethel Staff and~~ students
 - Bethel non-public schools at no cost as determined by administration
 - Bethel residents
 - Non-profits based in Bethel

- The general public
- Vendors

3260(b)

Business

Discarding of Textbooks, Instructional Materials & Equipment (cont'd.)

- ~~3. Equipment that does not sell will be offered to non-profit organizations at no cost.~~
- ~~4. The Director of Fiscal Services will determine an appropriate method of disposal of all remaining equipment.~~

Money acquired from the sale would be used as follows:

1. To cover the cost of preparing the equipment for disposal.
2. To pay for the removal of any equipment that does not sell.
3. The remaining funds will be returned to the town per the town charter

Regulation approved: July 20, 1992
Regulation Revised: 11/4/04, 9/9/10

BETHEL PUBLIC SCHOOLS
Bethel, Connecticut

3260R-P&P3-04

District Safe School Climate Plan

The Bethel Board of Education is committed to creating and maintaining a physically, emotionally, and intellectually safe educational environment free from bullying, teen dating violence, harassment, and discrimination. This commitment further extends to hate crimes and bias in schools. To further foster safe, engaging learning environments in every District school, a District Safe School Climate Committee.

The District Safe School Climate Plan which follows, represents a comprehensive approach to address bullying, teen dating violence, and cyberbullying, as well as “mean behavior,” hate crimes and racial bias and sets forth the Board’s expectations for creating a positive school climate and thus preventing, intervening, and responding to incidents.

Bethel Board of Education policy strictly prohibits all bullying, teen dating violence or harassment, and students who are determined to have engaged in such behavior are subject to disciplinary action, which may include suspension or expulsion from school.

The district’s commitment to address bullying behavior, teen dating violence, and harassment involves a multi-faceted approach that includes student, parent, and staff education and promotes safe school climates in which bullying, teen dating violence, harassment, and mean behavior will never be tolerated. Bethel’s multi-faceted prevention and intervention approach includes, but is not limited to, the following:

- Specific policies and regulations delineating the Board of Education’s expectations for student and staff behavior regarding bullying, harassment, teen dating violence, and, clear consequences for violations;
- Annual feedback from parent surveys and intermittent school climate surveys of students and staff to determine the prevalence of bullying, teen dating violence, and harassment in the district;

Positive behavior intervention programs in every school within the district;

- Developmental School Counseling lessons in kindergarten through grade 12;
- **Implementation of Restorative Justice program.**
- Implementation of a social-emotional curriculum and programs in Preschool through grade 12;
- Behavior Analyst and Behavior Consultant support services for students, teachers, and administrators in Preschool through grade 12;
- Student Advisory Programs at Bethel Middle School and Bethel High School;
- Data collection and analysis at each school site and district-wide for the study of the types and frequency of bullying or harassment behaviors;
- Individualized, developmentally-appropriate Student Safety Support Plans at each school for the bullied, teen dating violence, or harassed child as well as Behavior Support and Interventions for the perpetrators of recurrent bullying, teen dating violence, and/or harassment;
- Responsible Use Policy with clear expectations for respectful, responsible behavior when using technology on and off the school campus;
- Safe school climate training programs for all certified and non-certified staff members, including district teachers, administrators, bus drivers, cafeteria workers, custodians, and Paraeducators;
- Safe School Climate Specialists at each school charged with investigating all bullying or teen dating violence, complaints and responding to all reports of bullying or teen dating violence, in the school;

District Safe School Climate Plan

- Continuously updated training for all administrators on identifying, investigating, and working to prevent bullying or teen dating violence, in their schools and throughout the district;
- Provision of adequate adult supervision and camera surveillance in outdoor areas, hallways, lunchrooms, and other specific areas where bullying or teen dating violence, is likely to occur;
- District Safe School Climate Specialist responsible for implementing the District Safe School Climate Plan; collaborating with Safe School Climate Specialists, the Board, and the Superintendent to prevent bullying, teen dating violence or harassment; providing data and information to the State Department of Education regarding bullying or teen dating violence; coordinating training for staff, students and parents; and meeting with the school-based Safe School Climate Specialists to make recommendations for any amendments to the district's plan; and
- Provision of youth suicide and developmentally appropriate strategies for effective interventions to prevent youth suicide.

I. Prohibition against Bullying, Harassment, and Retaliation for Reporting

The Bethel Board of Education expressly prohibits any form of bullying, teen dating violence or harassment behavior on school grounds; at a school-sponsored or school-related activities, functions, or programs whether on or off school grounds; at a school bus stop; on a school bus or other vehicle owned, leased or used by the Board of Education; through the use of an electronic device or an electronic mobile device owned, leased, or used by Board of Education; or through the use of any privately owned electronic device.

The Board also prohibits any form of bullying, teen dating violence or harassment behavior outside of the school setting if such behavior (i) creates a hostile environment at school for the student against whom such bullying, teen dating violence or harassment was directed, (ii) infringes on the rights of the student against whom such bullying, teen dating violence or harassment was directed at school, or (iii) substantially disrupts the education process or the orderly operation of a school.

The Board includes in its bullying, teen dating violence and harassment prohibitions any written, oral, or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristics, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or gender expression, socio-economic status, academic status, physical appearance, or mental, physical, developmental, or sensory disability, or by association with an individual or group who has or is perceived to have one or more of such characteristics.

In addition to prohibiting student acts which constitute bullying, teen dating violence or harassment, the Board also prohibits discrimination and/or retaliation against an individual who reports or assists in the investigation of an act of bullying, teen dating violence or harassment.

Students who engage in bullying behavior, teen dating violence or in harassment in violation of Board Policy #5131.911 and the District Safe School Climate Plan shall be subject to school discipline, up to and including expulsion, in accordance with the Board's policies on student discipline, suspension and expulsion, and shall be consistent with state and federal law.

The District Safe School Climate Specialist and the school-based Safe School Climate Specialists will

District Safe School Climate Plan

monitor the disciplinary consequences for incidents of harassment based on race, color, national origin, sex, or disability to determine if the bullying incident is sufficiently serious that it creates a hostile environment that must be redressed; to determine if such harassment has been adequately addressed with specific disciplinary consequences; and to ensure that federal civil rights and anti-discrimination statutes have not been violated.

The District Safe School Climate Specialist will work closely with administrators at the school sites to determine if the school's response to harassment was reasonable, timely, effective, and tailored to redress the specific problems experienced by the bullied or teen dating violence student in terms of his/her academic program and activities. A determination will also be made as to whether the school's response was reasonably calculated to prevent recurrence and to assure that the bullied, teen dating violence or harassed student is not restricted in his/her participation in school programs and activities as a result of the hostile environment.

The Board of Education directs the Safe School Climate Specialists to prohibit any retaliation against individuals who report or assist in the investigation of an act of bullying, and to develop case-by-case interventions for addressing repeated incidents of bullying, teen dating violence and harassment. The Board also requires the Safe School Climate Specialists to notify the appropriate local law enforcement agency if it is believed that any acts of bullying or harassment constitute criminal conduct.

The Connecticut State Department of Education (CSDOE) requires the District to complete the school climate assessment approved by the SDOE pursuant to section 10-222h, as amended by PA 11-232. This includes the annual collection of school climate assessment data from each school in the district, and the submission of this assessment data to the CSDOE.

II. Definition of Bullying

- A. **"Bullying"** means the *repeated* use by one or more students of a written, verbal, or electronic communication, such as cyberbullying, or a physical act or gesture **by one or more students repeatedly directed at or referring to** another student attending school in the same district that:
1. causes physical or emotional harm to such student or damage to such student's property;
 2. places such student in reasonable fear of harm to himself or herself, or of damage to his or her property;
 3. creates a hostile environment at school for such student;
 4. infringes on the rights of such student at school; or
 5. substantially disrupts the education process or the orderly operation of the school.
- B. Bullying shall include, but not be limited to, written, verbal, or electronic communication or physical act or gesture based on any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, socio-economic status, academic status, physical appearance, or mental, physical, developmental, or sensory disability, or by association with an

District Safe School Climate Plan

individual or group who has or is perceived to have one or more of such characteristics.

III. Other Important Definitions

- A. **"Cyberbullying"** means any act of bullying through the use of the Internet, interactive and digital technologies, cellular mobile telephone, or other mobile electronic devices, or any electronic communications.
- B. **"Mobile electronic communication"** means any hand-held or other portable electronic equipment capable of providing data communication between two or more individuals, including, but not limited to, a text messaging device, a paging device, a personal digital assistant, an electronic tablet, a smartphone, a laptop computer, equipment that is capable of playing a video game or a digital video disk, or equipment on which digital images are taken or transmitted;
- C. **"Electronic communication"** means any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or part by a wire, radio, electromagnetic, photo electronic, or photo optical system;
- D. **"Harassment"** occurs when a target is subjected to unwelcome conduct related to a protected category and can result in a hostile environment when the harassment is subjectively offensive to the target and would be offensive to a reasonable person of the same age and characteristics under the same circumstances and is sufficiently severe, pervasive, or persistent so as to interfere with or limit an individual's ability to participate in or benefit from the services, activities, or opportunities offered by the District.
- E. **"Hostile environment"** means a situation in which bullying among students is sufficiently severe or pervasive to alter the conditions of the school climate;
- F. **"Outside of the school setting"** means at a location, activity, or program that is not school-related, or through the use of an electronic device or a mobile electronic device that is not owned, leased, or used by the Bethel Board of Education;
- G. **"School employee"** means
 - (1) a teacher, substitute teacher, school administrator, school superintendent, school counselor, school psychologist, school social worker, school nurse, physician, school paraprofessional, school bus driver, school cafeteria worker, school custodian, or coach employed by the Board of Education or working in a public elementary, middle, or high school; or
 - (2) *any other individual who, in the performance of his or her duties, has regular contact with students, and who provides services to or on behalf of students enrolled in elementary, middle, or high schools, pursuant to a contract with the Bethel Board of Education.*

District Safe School Climate Plan

- H. **“Volunteer”** means any person who volunteers time at any activity or program associated with the Bethel Board of Education.
- I. **“School climate”** means the quality and character of school life with a particular focus on the quality of the relationships within the school community between and among students and adults.
- (1) Building the quality of student-staff relationships during school and at school events is a priority. ~~Some of Bethel’s administrators, in collaboration with community leaders, are developing “bully safe havens” within the Bethel downtown community at specific business locations where many students spend leisure time.~~ ¶
- ¶ (2) Bethel will annually survey school climate from the point of view of parents, and intermittently from the points of view of staff and students. The District Safe School Climate Coordinator will work with each school’s School Climate Committee and the District School Climate Committee to analyze and address the findings from the surveys.
- (3) Parents, guardians, and students will be notified annually through the Student Handbook and through the district and school websites that they may make anonymous reports of bullying to the schools’ Safe School Climate Specialists. Parents, guardians, and students may also report bullying by speaking to any staff member and filing a written report of bullying at the school.
- (4) All staff members who witness acts of bullying or receive oral or written reports of bullying from parents, guardians, or students must make a *timely* (not later than one school day) oral report to the school’s Safe School Climate Specialist or another school administrator AND file a written report not later than two school days after witnessing the bullying or receiving a report of bullying from a student, parent, or guardian.
- J. **“School-Sponsored Activity”** shall mean any activity conducted on or off school property (including school buses and other school-related vehicles) that is sponsored, recognized, or authorized by the Bethel Board of Education. This includes all school-sponsored field trips.
- K. **“Teen Dating Violence”** means any act of physical, emotional or sexual abuse, including stalking, harassment and threatening that occurs between two students who are currently in or have been in a dating relationship.

IV. Leadership and Administrative Responsibilities

A. District Safe School Climate Coordinator

The Superintendent or his/her designee is the District Safe School Coordinator. The Coordinator shall:

District Safe School Climate Plan

1. be responsible for implementing the District Safe School Climate Plan-
~~Climate Plan (“Plan”);~~
2. collaborate with Safe School Climate Specialists, the Board, and the Superintendent to identify, prevent, and respond to bullying incidents and their disciplinary consequences within district schools;
3. provide data and information, in collaboration with the Superintendent, to the State Department of Education regarding bullying;
4. meet with Safe School Climate Specialists on a regular basis to examine bullying and harassment reports; make recommendations concerning amendments to the district’s Plan; and examine the appropriateness of all disciplinary consequences ~~and restorative actions in the context of the “Dear Colleague” test (i.e., consequences must be reasonable, timely, effective, and tailored to redress the specific problems experienced by the bullied or harassed student(s) in terms of academic program and activities);~~ and
5. coordinate and assist with the professional development of all district employees regarding the identification and prevention of bullying and harassment.

B. The Building-Based Safe School Climate Specialists

Each school has a designated Safe School Climate Specialist.

The Safe School Climate Specialists shall investigate or supervise the investigation of reported acts of bullying, teen dating violence or harassment by another administrator and act as the primary school official responsible for preventing bullying and harassment, responding to reports of suspected bullying or harassment in the school, and initiating appropriate and timely disciplinary consequences and safety plans/interventions for students involved in bullying or harassment.

V. **Development and Review of Safe School Climate Plan**

- A. The principal of each school shall establish a Safe School Climate Committee or designate the *PBIS* existing committee in the school to be responsible for developing and fostering a Safe School Climate and addressing issues relating to bullying in the school.
- B. The Safe School Committees shall:
 - 1) receive copies of completed reports following **all** bullying, teen dating violence and/or harassment investigations;
 - 2) identify and address patterns of bullying, teen dating violence or harassment among

District Safe School Climate Plan

- students in the school;
- 3) review and amend school regulations and procedures relating to bullying, teen dating violence and harassment;
 - 4) review and make recommendations to the Safe School Climate Coordinator regarding the District Safe School Climate Plan based on data, issues, and experiences specific to the school;
 - 5) continuously educate students, school employees, and parents/guardians on issues relating to bullying, teen dating violence and harassment;
 - 6) collaborate with the District Safe School Climate Specialist in the collection and analysis of data regarding bullying, teen dating violence and harassment; and
 - 7) perform any other duties as determined by the principal and the District Safe School Climate Specialist that are related to the prevention, identification, and response to school bullying.
- C. The Board of Education shall approve the District Safe School Climate Plan developed pursuant to Board policy and submit such plan to the State Department of Education. The Board shall make the plan available on the District's as well as each individual school's web site and in all student handbooks.

VI. Procedures for Reporting and Investigating Complaints of Bullying, Harassment, and Teen Dating Violence

- A. Students and parents (or guardians of students) may file written reports of bullying, harassment, or teen dating violence using the form provided by the schools and found in the main offices, the counseling offices in each school or on the school website. Written reports of bullying, harassment, or teen dating violence must be reasonably specific as to the basis for the report, including the time and place of the alleged conduct, the number of incidents, the target of the suspected bullying, harassment, or teen dating violence, and the names of potential witnesses. Such reports may be filed with any building administrator and/or the Safe School Climate Specialist in the building, and all reports shall be forwarded to the District and school-based Safe School Climate Specialists for review and actions consistent with this plan.
- B. Students may make anonymous reports of bullying, harassment, or teen dating violence to any school employee, but we strongly encourage students to go directly to a building administrator. A student may also request anonymity when making a report, even if the student's identity is known to the school employee. All anonymous complaints shall be reviewed and reasonable action will be taken to address the situation. No disciplinary action shall be taken solely on the basis of an anonymous complaint.
- C. School employees who witness an act of suspected bullying or receive a report of

District Safe School Climate Plan

suspected bullying, harassment, or teen dating violence shall orally notify the Safe School Climate Specialist or another school administrator, not later than one (1) school day after such school employee witnesses or receives a report of suspected bullying, harassment, or teen dating violence. The school employee shall then file a written report not later than two (2) school days after making such oral report using the school's bullying, harassment, or teen dating violence report form.

- D. The Safe School Specialist shall be responsible for reviewing any anonymous reports of suspected bullying, harassment, or teen dating violence, shall investigate or supervise the investigation of all reports of suspected bullying, harassment, or teen dating violence and ensure that such investigation is completed promptly after receipt of any written reports.
- E. In investigating reports of suspected bullying, harassment, and/or teen dating violence, the Safe School Climate Specialist or designee will consider all available information known, including the nature of the allegations and the ages of the students involved.

VII. Responding to Verified Acts of Bullying

- A. Following investigation, if acts of bullying, harassment, and/or teen dating violence are verified, the Safe School Climate Specialist or designee shall notify the parents or guardians of the students against whom such acts were directed as well as the parents or guardians of the students who commit such acts of bullying, harassment, or teen dating violence of the finding not later than forty-eight hours after the investigation is completed. This notification shall include a description of the school's response to the verified acts of bullying, harassment, or teen dating violence. The specific disciplinary consequences imposed on the perpetrator, or personally identifiable information about a student other than the parent/guardian's own child, will not be disclosed except as provided by law.
- B. The Safe School Climate Specialist or designee shall develop a Student Safety Support Plan for any student against whom acts of bullying, harassment, and/or teen dating violence were directed. Such a support and intervention plan will include safety measures designed to protect against further acts of bullying, harassment or teen dating violence. The plan may include counseling, discipline, and other appropriate remedial actions as determined by the Safe School Climate Specialist or designee.
- C. Notice to Law Enforcement and/or DCF (if applicable):

If the principal of a school (or his/her designee) reasonably believes that any verified act of bullying, harassment, and/or teen dating violence constitutes a criminal offense, he/she will notify appropriate law enforcement and/or DCF (if applicable)
- D. If a bullying, harassment, or teen dating violence complaint raises concern about discrimination or harassment on the basis of legally protected classifications, the Safe School Climate Specialist shall coordinate any investigation with other appropriate

District Safe School Climate Plan

personnel within the district The Title IX Coordinator and the Section 504 Coordinator must be notified by the Safe School Climate Specialist if discrimination or harassment of legally protected classes is suspected.

VIII. Documentation and Maintenance of Log

- A. Each school shall maintain *all* written complaints of bullying, harassment, and/or teen dating violence, along with supporting documentation received and/or created as a result of investigations, consistent with the Board's obligations under state and federal law.
- B. The Safe School Climate Specialist in each school shall maintain a list of the number of verified acts of bullying, harassment, and/or teen dating violence in the school and this list shall be available for public inspection upon request (see attached form).
- C. The Safe School Climate Specialist in each school shall report the number of verified acts of bullying and harassment in the school annually to the State Department of Education in such manner as prescribed by the Commissioner of Education.

IX. Other Prevention and Intervention Strategies

- A. Bullying/harassing behavior or teen dating violence behavior can take many forms and can vary dramatically in the nature of the offense and the impact the behavior may have on the victim and other students. Accordingly, there is no one prescribed response to verified acts of bullying, harassment, or teen dating violence, and for that reason, the Bethel Public Schools developed a comprehensive response to bullying, harassment, teen dating violence or "mean behavior."
- B. An individualized Student Safety Support Plan shall be developed to address repeated incidents of bullying, teen dating violence or harassment against a single individual. Such Student Safety Support Plan will include safety measures designed to protect against further acts of bullying. A specific and individualized intervention plan will also be developed to address recurrently perpetrated bullying incidents by the same individual or any one incident of harassment, if appropriate. This plan may include interventions such as counseling, discipline, and other appropriate remedial or restorative actions as determined by the building administrator.
- C. The following describes possible interventions which may also be utilized to enforce the Board's prohibition against bullying, harassment, and teen dating violence:
 - i. Non-disciplinary interventions

When verified acts of bullying, harassment, or teen dating violence are identified early and/or when such verified acts do not reasonably require a disciplinary response, students may be counseled as to the definition of bullying, harassment, and teen dating violence, its prohibition, and their duty to avoid

District Safe School Climate Plan

any conduct that could be considered bullying, harassment, or teen dating violence. Students may also be subject to other forms of restorative discipline or remedial actions, appropriate to the age of the students and nature of the behavior. Loss of privilege from extracurricular and/or athletic activities may also be considered, as appropriate, as either a safety or a remedial measure.

ii. Disciplinary interventions

When acts of bullying, harassment, or teen dating violence are verified and a disciplinary response is warranted, students are subject to the full range of disciplinary consequences. Anonymous complaints, however, shall not be the sole basis for disciplinary action.

In-school suspension and suspension may be imposed only after informing the accused perpetrator of the reasons for the proposed suspension and giving him/her an opportunity to explain the situation, in accordance with the Board's Student Discipline policies.

Expulsion may be imposed only after a hearing before an impartial hearing officer designated by the Board of Education in accordance with the Board's Student Discipline policies. This consequence shall normally be reserved for serious incidents of bullying and/or when past interventions have not been successful in eliminating bullying behavior.

iii. Interventions for students

The building administration shall intervene in order to address incidents of bullying, harassment, and teen dating violence against a single individual. Intervention strategies for a student may include the following:

- a. Counseling;
- b. Increased supervision and monitoring of student to observe and intervene in bullying, harassment, or teen dating violence situations or incidents of harassment;
- c. Encouragement of student to seek help when victimized or witnessing victimization;
- d. An individualized Student Safety Support Plan, and
- e. Restitution for property loss or damage incurred at the perpetrator's expense.

- D. In addition to prevention and intervention strategies, administrators, teachers and other employees may find opportunities to educate students about bullying, harassment, or

District Safe School Climate Plan

teen dating violence and help eliminate bullying behavior through class discussions, counseling, special assemblies, and by the continuous reinforcement of socially-appropriate behavior. Administrators, teachers and other professional employees should intervene promptly whenever they observe mean-spirited student conduct, even if such conduct does not meet the formal definition of bullying, harassment, or teen dating violence.

X. Improving School Climate

Annual Notice and Training

- A. Students and parents or guardians of students shall be notified annually at the start of the school year via the student handbooks and by school and district website postings of the process by which students may make reports of bullying, harassment, or teen dating violence.
- B. At the beginning of each school year, each school shall provide all school employees with a written or electronic copy of the school District Safe School Climate Plan and require that all school employees annually complete training on the identification, prevention, and response to bullying and harassment as required by law.

XI. School Climate Assessments

The Board shall require each school in the district to complete a biennial assessment by May of the school year using the school climate assessment instruments, including surveys, approved and disseminated by the State Department of Education. The Board shall collect the school climate assessments for each school in the district and submit such assessments to the Department.

Hate Crimes and Bias Incidents in Schools

The Bethel School District is committed to providing a safe learning and working environment that is free from discrimination, harassment, intimidation and/or bullying. District policy requires all schools and personnel to promote mutual respect, tolerance, and acceptance among students and staff. Hate-motivated incidents and crimes or actions motivated by bias/prejudice/bigotry jeopardize both the safety and well-being of all students and staff. The District will not tolerate hate-motivated incidents/crimes based on actual or perceived characteristics, of actual or perceived sex, sexual orientation, gender, gender identity, gender expression, race or ethnicity, ethnic group identification, ancestry, nationality, national origin, religion, color, mental or physical disability, age, or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics, in any program or activity it conducts or to which it provides significant assistance or retaliation in any form for reporting such incidents or crimes.

Definitions

District Safe School Climate Plan

1. A **“hate crime”** is a crime motivated by hatred, bias, or prejudice, or where the victim is targeted or selected for the crime at least in part because of his/her actual or perceived race, color, ethnicity, national origin, religion, sexual orientation, gender identity or expression age, disability or sex. A hate crime may involve a physical attack, threat of bodily harm, physical intimidation, or damage to another’s property.
2. A **“hate-motivated crime”** is a “hate-motivated incident that has been determined by law enforcement to be criminal conduct that was primarily motivated by bias or prejudice against a targeted group. This includes any criminal action that manifests evidence of hostility towards the target because of his or her actual or perceived characteristics set forth above. Such action includes, but is not limited to, threatening telephone calls, hate mail, physical assault, vandalism, cross burning, destruction of religious symbols and fire bombings. This also includes threats and hate messages sent by electronic communication.
3. A **“hate-motivated incident”** is a noncriminal act or attempted act that constitutes an expression of hostility, bias, or bigotry against a person, property, or institution because of the target’s actual or perceived protected characteristics as set forth above. This may include using insults, taunts and slurs, distributing or posting hate group literature or posters, defacing, removing, or destroying posted materials or announcements, posting or circulating demeaning jokes or leaflets, or sending insulting or threatening messages by phone, e-mail, websites or any other electronic or written communication.
4. A **“bias incident”** or **“bias-related act”** is any suspected or confirmed offense or unlawful act which is directed at or occurs to a person, private property, or public property on the basis of race, color, religion, sexual orientation or ethnicity. An act is bias-based and thus constitutes a bias incident if the motive for the commission of the act or unlawful act is racial, religious, ethnic or pertains to sexual orientation, including gender identity or expression. A bias-related act need not involve conduct that constitutes a criminal offense. All hate crimes are also bias-related acts, but not all bias-related acts will constitute a hate crime.
5. **“Retaliation”** is any form of intimidation, reprisal, or harassment by a student directed against any student, staff or other individual for reporting or filing a complaint, for aiding or encouraging the filing of a report or complaint, for cooperating in an investigation under this policy, or for taking action consistent with this policy. Interference with, intimidation of, and/or retaliation against any individual, including a student, parent, or guardian, for filing a complaint, filing a grievance, or opposition discrimination is strictly prohibited and shall be treated as an actionable, wrongful act in and of itself.
6. **“Disability”** includes mental and/or physical impairments.
7. **“Electronic”** communications, acts, postings refers to conduct perpetrated through, but not limited to the following: internet, social networking sites, spyware or global positioning system tracking technology, telephone or cellular telephone, instant or text messages, email, blogs, websites, forums and mailing lists.
8. **“Gender”** means sex, and includes a person’s gender identity and gender expression.
9. **“Gender expression”** means a person’s gender-related appearance and behavior whether or not stereotypically associated with the person’s assigned sex at birth.
10. **“Harassment”** occurs when a target is subjected to unwelcome conduct related to a protected category and can result in a hostile environment when the harassment is subjectively offensive to the target and would be offensive to a reasonable person of the same age and characteristics under the same circumstances and is sufficiently severe, pervasive, or persistent so as to

District Safe School Climate Plan

interfere with or limit an individual's ability to participate in or benefit from the services, activities, or opportunities offered by the District.

11. **"In whole or in part because of"** means that the bias motivation must be a cause of the offense, whether or not other causes also exist.. There is no requirement that bias be a main factor, or that the crime would not have been committed but for the actual or perceived protected characteristic.
12. **"Nationality"** includes citizenship, country of origin and national origin.
13. **"Race or ethnicity"** includes ancestry, color and ethnic background.
14. **"Religion"** includes all aspects of religious belief, observance and practice, including agnosticism and atheism.
15. **"Sexual orientation"** means a person's sexual identity in relation to the gender to which they are attracted.
16. **"Target"** means an individual alleged to have experienced acts in violation of this policy, sometimes referred to as "victim."

Hate Prevention Program

The Board believes that a comprehensive hate prevention program involving all staff and students will permit the expression of diverse viewpoints and help to prevent hate crimes and bias-related incidents in district schools and in the community.

1. Training shall be provided to staff in order to increase their awareness of the various manifestations of hate and bias-related incidents. The training will include anti-bias and conflict resolution methods; procedures for identifying and reporting incidents of racial, religious, and sexual harassment, discrimination, and hate crime; strategies for preventing such incidents from occurring; and resources available to assist in dealing with these incidents.
2. All students shall receive hate prevention education through age-appropriate classroom activities, assemblies, and school-related activities. The Board believes that prejudice and discrimination are learned attitudes and behaviors. Teaching children that even subtle forms of hate such as ethnic slurs or epithets, negative or offensive name-calling, stereotyping, and exclusion are hurtful and inherently wrong can help to prevent more extreme, violent manifestations of hate. Structured classroom activities and programs will help children to develop empathy, while practicing the critical thinking and conflict resolution skills needed to recognize and respond to various manifestations of hate and bias-related behavior.
3. The District will develop partnerships with families, community organizations, and law enforcement agencies. These partnerships help identify resources available to school personnel to address hate incidents, raise community awareness of the issue, ensure appropriate responses to hate incidents, and ensure that youth receive a consistent message that hate-motivated and/or bias-related behavior will not be tolerated.
4. This policy shall be distributed annually to all students, their families and to all District personnel. The purpose of this policy is to promote a school climate in which racial, religious, ethnic, gender and other differences, as well as freedom of thought and expression, are respected and appreciated. The policy should have the input of parents, students, teachers,

District Safe School Climate Plan

community members, and school administrators. It should respect diverse viewpoints, freedom of thought, and freedom of expression.

5. A range of corrective actions for those who violate school hate-prevention policies shall be used. The District will take a firm position against all injurious manifestations of hate, from ethnic slurs, racial epithets, and taunts, to graffiti, vandalism, discrimination, harassment, intimidation, and violence. A wide range of non-disciplinary corrective actions to respond to incidents, including counseling, parent conferences, community service, awareness training, or completion of a research paper on an issue related to hate, as well as disciplinary actions such as in-school suspension, out of school suspension, or expulsion shall be utilized. if appropriate to respond to more serious incidents and, in cases involving criminal activity or threat of criminal activity, should call the police.
6. Data is to be collected to focus district-wide hate prevention efforts. Collection of data on the occurrence of school-based hate or bias-related incidents or crimes will assist administrators and teachers to identify patterns and to more effectively implement hate prevention policies and programs.

Required Actions

Whenever any school employee in the course of his/her employment has reason to believe that:

1. a hate crime has been committed or is about to be committed on school property, or has been or is about to be committed by any student, whether on or off school property and whether or not such offense was or is about to be committed during operating school hours, or
2. that a student enrolled in the school has been or is about to become the victim of a hate crime, whether committed on school property or during school hours, the school employee shall immediately notify the building principal and Superintendent, who in turn shall notify the Bethel Police Department. The Principal shall notify the Bethel Police Department immediately if there is reason to believe the act of violence has been or is about to be committed against a student or there is reason to believe that a life has been or will be threatened.

Whenever any school employee in the course of his/her employment has reason to believe that a bias incident has been committed or is about to be committed on school property, or has been or is about to be committed by any student, whether on or off school property and whether or not such bias incident was or is to be committed during school hours, the school employee should immediately notify the building principal and Superintendent, who in turn should promptly notify the Bethel Police Department. Any student charged with a hate crime or bias incident will be disciplined in accordance with the student conduct code or policies pertaining to discipline and student conduct.

In deciding whether to refer the matter of a bias incident to the Bethel Police Department the building principal and the Superintendent, should consider the nature and seriousness of the conduct and the risk that the conduct posed to the health, safety and well-being of any student, school employee or member of the general public. The building principal and Superintendent should consider the possibility that the suspected incident could escalate or result in some form of retaliation which might occur within or outside school property.

District Safe School Climate Plan

It is understood a referral to the Police Department is only a request to conduct an investigation and nothing more than the transmittal of information which might be pertinent to any such law enforcement investigation. A referral is not an accusation or formal charge.

Unless the Police Department requests otherwise, the school district will continue to investigate a suspected hate crime or bias incident occurring on school property and may take such actions as necessary and appropriate to redress and remediate any such acts.

School officials will secure and preserve any such graffiti or other evidence of a suspected hate crime or bias incident pending the arrival of the Police Department. The school officials, when feasible, will cover or conceal such evidence until the arrival of the Police Department.

Legal References:

P.A. 11-232 An Act Concerning the Strengthening of School Bullying Laws

Conn. Gen. Stat. § 10-222d

Conn. Gen. Stat. §§ 10-233a through 10-233f

Connecticut State Department of Education Circular Letter C-8,

Series 2008-2009 (March 16, 2009)

P.A. 13-3 An Act Concerning Gun Violence Protection and Safety.

P.A. 14-172 An Act Concerning Improving Employment Opportunities through Education and Ensuring Safe School Climate.

P.A. 14-234 An Act Concerning Domestic Violence and Sexual Assault.

Regulation Adopted: 09/19/2002

Revised: 06/25/2009

Revised: 01/21/2010

Revised: 04/15/2010

Revised: 09/22/2011

Revised: 12/19/2013

Revised: 09/29/2014

Revised 12/01/2014

Revised 9/01/2015

Revised: 11/18/2015

Revised: 12/8/2015

Revised: 10/3/2016

Revised: 5/24/2018

BETHEL PUBLIC SCHOOLS
Bethel, CT



Anna H. Rockwell Elementary School
Ralph M. T. Johnson Elementary School

Bethel, CT

Monthly Report
to the Public Site and Building Commission
April 9, 2019



Rockwell and Johnson Elementary Schools
Bethel, CT

Monthly Report – April 9, 2019

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Rockwell and Johnson Elementary Schools Bethel, CT

Monthly Report – April 9, 2019

1) Executive Summary

The efforts of the Project Team up to this time have concentrated on preconstruction mobilization activities including subcontractor buy-out and the commencement of the submittal process. The design and construction team have met to establish communications and construction administration procedures and weekly Owner/Architect/Contractor meetings will begin at the field office on April 11th at 2pm.

Rizzo Companies has commenced site preparation work. The team is actively reviewing the proposed sequence of construction activities and will establish a detailed schedule in advance of more concentrated construction activity to start after June 14th.

2) Opportunities

A Groundbreaking Event sponsored by the BoE is scheduled for 11am, April 11th on the Johnson School grounds. Rizzo will be assisting in the preparation of the site for the ceremonies.

While there has been a delay in retaining the abatement monitoring firm, the abatement contractor should file the abatement plan with the state and create the required notifications in preparation for the planned start of abatement on June 24th. It is anticipated that the abatement monitoring firm will commence work immediately upon selection on April 23rd.

Materials requiring abatement have been identified in the Johnson gym and so initial plans to begin gym demolition prior to the end of the school year have been put on hold.

The increase in cost for the roofing contracts due to bidder withdrawal will be tabulated for PS&BC review. Current recommendation is to utilize the CM contingency to cover the initial increase in costs. The PS&BC may increase contingencies at a later date based on availability of unassigned budget monies. More budget analysis will be required prior to any recommendations to decrease the owner's contingency balance.

Alternates adopted by the PS&BC at the March 26th meeting will be presented as amendments to the GMP and funded with a portion of the unassigned budget monies.



3) Activities this period (To – April 5, 2019)

a) Design Phases

i. Construction Documents – Finish Selections

The design team is finalizing finish selections and has met with the BoE team to review preliminary selections.

ii. FF&E Selections and Specifications

No activities scheduled for this period. It was noted that due to the timeline for selecting, specifying and obtaining approval from OSCG, it is likely that existing furniture will be reused in the new administration area in Rockwell School for the fall of 2019.

iii. Technology Specifications

No activities scheduled for this period.

iv. Playground Design and Specifications

No activities scheduled for this period.

v. Reviews and Approvals

The construction team met with Planning staff and the Fire Marshal to review emergency egress plans and site logistics on March 26th. Subsequently, the Fire Marshal walked the site with construction personnel and provided approval of emergency egress plans.

b) Construction Phase

i. Subcontract Awards

Roofing -- Due to the bid withdrawal of The Imperial Company for both roofing contracts, Rizzo has proceeded with scope review with the next lowest bidder(s). The recommendation to award the Rockwell roofing contract to Young Developers and the Johnson roofing contract to Gold Seal Roofing results in an increase in the cost at Rockwell of \$130,960 and at Johnson, \$202,000. Rizzo will pull the bid bond for The Imperial Company, which could eventually provide \$77,750 in available funds. A determination will be made as to whether CM or Owner contingency will be utilized to cover the increase in cost.

Concrete – Discussions are ongoing regarding the acceptance of the concrete bid award. The subcontractor did not bid the contract documents as written, recognizing an error in scope, but also did not seek clarification during the bid period.



ii. Mobilization – Johnson School

A submittal schedule has been provided and submittals are being processed in a timely manner.

Installation of temporary barricades for site egress is complete.

iii. Mobilization – Rockwell School

A submittal schedule has been provided and submittals are being processed in a timely manner.

Installation of temporary barricades for site egress is complete.

Clearing and stumping activities are underway.

c) Other Activities

i. Field Office

Former police station has been turned-over to the construction team and the building has been cleaned and set-up for construction administration use. Weekly OAC meetings begin April 11th.

ii. Special Inspections and Materials Testing Agency Award

Proposals as submitted in response to the RFP have been provided to the PS&BC members. Formal award approval to retain Special Testing Labs is required.

iii. Abatement Monitoring Agency RFP

The Request for Proposals format was approved by the Town Attorney and the Comptroller's Office and released on April 5 with a posted Legal Notice.

iv. Construction Stormwater General Permit

Although the construction documents indicated that the construction manager should be responsible for obtaining the Construction Stormwater Management Permit from the State of Connecticut, Rizzo does not have the capacity to file the required documentation. We have requested a proposal from Milone & MacBroom to produce and file for the permit.

4) Programmed activities next period (April 8 – May 10)

a) Design Phases

i. Construction Documents – Finish Selections

Ongoing with meetings to be scheduled as needed.



ii. FF&E Selections and Specifications

Ongoing with meetings to be scheduled as needed.

iii. Technology Specifications

Ongoing with meetings to be scheduled as needed. A coordination meeting with the BoE technology staff is scheduled for April 26, primarily to review interim moves of network equipment.

iv. Playground Design and Specifications

Ongoing with meetings to be scheduled as needed.

v. Reviews and Approvals

No local or OSCG approvals are scheduled for this period.

vi. Relocation Management

STV|DPM will begin working with BoE staff to plan the relocation of furniture and classroom items in anticipation of abatement activities beginning on June 24th.

b) Construction Phase

i. Johnson School

Sitework will be ongoing including clearing and stumping of existing trees and shrubs, stripping of topsoil, installation of erosion control measures and site prep of the temporary road. Excavation for the addition should commence the week of April 22nd. Cut-and-fill activities will begin at the end of the month.

ii. Rockwell School

Sitework will be ongoing including clearing and stumping of existing trees and shrubs, stripping of topsoil, installation of erosion control measures and removal of playground equipment. Removal of the oil tank should begin by the end of the month.

c) Other Activities

i. Abatement Monitoring Agency RFP

RFP responses are due and fee proposals will be publicly opened on April 16th. It is anticipated that a recommendation will be presented to the PS&BC at the April 23rd meeting.

ii. Construction Stormwater General Permit

It is anticipated that the permit will be filed with DEEP as soon as possible.



5) Forecast and Cash Flow Analysis

The Project Budget is attached. The current budget is based on the approved GMP for each school, contracted consultant fees, and projected Owner costs to complete the project. The budget also includes a tabulation of expenditures already known and committed such as the costs related to preconstruction activities. This budget will be revised as project scope is further refined and as additional project costs become known. The team continues to be committed to producing the project within the allocated Town budget of \$65.8 million while maximizing state reimbursement.

6) Quality and Safety

No report this period, as most construction activities have yet to begin.

7) Approvals Anticipated by PS&BC

Monthly invoices received this period and submitted to the PS&BC with a recommendation to approve and submit for payment include:

- Perkins Eastman -- for construction administration services
- IES -- for preconstruction design services
- STV|DPM -- for project management services

Construction Requisition #1 from Rizzo Companies

Award of the contract for Special Inspections and Materials Testing Services

Approval of additional services by Milone & MacBroom to provide Construction Stormwater General Permit documentation and application

8) Attachments

- a) **Project Budget – Johnson School**
Project Budget – Rockwell School

- b) **Three-Week Look-Ahead – Johnson School**
Three-Week Look-Ahead – Rockwell School

**Johnson Elementary School
BUDGET TRACKING REPORT**

Last Edited 4/9/2019

ITEM DESCRIPTION	100% CD Est. /Budget	APPROVED CHANGES	CURRENT CONTRACT	PENDING CHANGES	ESTIMATED FINAL COST	INVOICED TO DATE	INVOICES EXPECTED	DELTA TO BUDGET
GMP Contract					\$32,355,629	\$75,000	\$32,280,629	\$41,225
Total Soft Costs					\$5,565,493	\$1,277,221	\$4,201,231	\$0
Owner Contingency					\$1,896,056			
TOTAL PROJECT COSTS					\$39,817,178	\$1,352,221	\$36,481,860	\$41,225
TOTAL PROJECT BUDGET					\$41,107,711			
VARIANCE					\$1,290,533			
Total Projected Capital Cost					\$39,817,178			(\$1,290,533)

ITEM DESCRIPTION	RIZZO Corp GMP (2/5/19)	APPROVED CHANGES	CURRENT CONTRACT	PENDING CHANGES	ESTIMATED FINAL COST	INVOICED TO DATE	INVOICES EXPECTED	DELTA TO BUDGET
GMP ("GMP")	\$32,314,403	\$41,225	\$32,355,629	\$0	\$32,355,629	\$75,000	\$32,280,629	\$41,225
Trade Costs	\$29,605,211	\$41,225	\$29,646,436	\$0	\$29,646,436	\$0	\$29,646,436	\$41,225
CM GMP Contingency 3.00%	\$888,156	\$0	\$888,156	\$0	\$888,156	\$0	\$888,156	\$0
CM Precon Fee 0.24%	\$75,000	\$0	\$75,000	\$0	\$75,000	\$75,000	\$0	\$0
CM Reimbursable Costs 3.50%	\$1,098,511	\$0	\$1,098,511	\$0	\$1,098,511	\$0	\$1,098,511	\$0
Construction Manager Fee 1.25%	\$383,797	\$0	\$383,797	\$0	\$383,797	\$0	\$383,797	\$0
Insurance 0.22%	\$68,393	\$0	\$68,393	\$0	\$68,393	\$0	\$68,393	\$0
State Education Fee	\$8,351	\$0	\$8,351	\$0	\$8,351	\$0	\$8,351	\$0
Performance and Payment Bond 0.60%	\$186,986	\$0	\$186,986	\$0	\$186,986	\$0	\$186,986	\$0
SUBTOTAL, GMP Costs	\$32,314,403	\$41,225	\$32,355,629	\$0	\$32,355,629	\$75,000	\$32,280,629	\$41,225

ITEM DESCRIPTION	RIZZO Corp GMP (2/5/19)	APPROVED CHANGES	CURRENT CONTRACT	PENDING CHANGES	ESTIMATED FINAL COST	INVOICED TO DATE	INVOICES EXPECTED	DELTA TO BUDGET
Owner Contingency	\$1,896,056	\$0	\$1,896,056	\$0	\$1,896,056	n/a	\$1,896,056	\$0
Project Contingency 5.0%	\$1,646,056	\$0	\$1,646,056	\$0	\$1,646,056	\$0	\$1,646,056	\$0
Environmental Contingency	\$250,000	\$0	\$250,000	\$0	\$250,000	\$0	\$250,000	\$0
Owner Enabling ("Enabling")	\$182,840	\$0	\$182,840	\$0	\$182,840	\$55,453	\$127,387	\$0
Wetlands Mapping	\$7,000	\$0	\$7,000	\$0	\$7,000	\$0	\$7,000	\$0
Land Surveying	\$11,000	\$0	\$11,000	\$0	\$11,000	\$0	\$11,000	\$0
Pre-Renovation Lead/ASB Test	\$46,090	\$0	\$46,090	\$0	\$46,090	\$51,545	(\$5,455)	\$0
PCB Survey (Estimated)	\$12,500	\$0	\$12,500	\$0	\$12,500	\$0	\$12,500	\$0
Abatement Monitoring	\$32,500	\$0	\$32,500	\$0	\$32,500	\$0	\$32,500	\$0
Abatement Plans and Specs	\$3,750	\$0	\$3,750	\$0	\$3,750	\$0	\$3,750	\$0
Special Inspections and Testing	\$70,000	\$0	\$70,000	\$0	\$70,000	\$3,908	\$66,092	\$0
Professional Fees ("Prof Fees")	\$2,372,212	\$0	\$2,372,212	\$0	\$2,372,212	\$1,220,968	\$1,151,244	\$0
Architect Fee	\$1,533,264	\$0	\$1,533,264	\$0	\$1,533,264	\$1,145,364	\$387,900	\$0
Owner's Project Manager Fee	\$374,650	\$0	\$374,650	\$0	\$374,650	\$0	\$374,650	\$0
Geotechnical Engineering	\$21,000	\$0	\$21,000	\$0	\$21,000	\$30,063	(\$9,063)	\$0
Traffic/Parking Consultant	\$8,250	\$0	\$8,250	\$0	\$8,250	\$4,125	\$4,125	\$0
Environmental Consultation	\$2,500	\$0	\$2,500	\$0	\$2,500	\$4,728	(\$2,228)	\$0
Threshold Structural Review	\$5,500	\$0	\$5,500	\$0	\$5,500	\$5,500	\$0	\$0
Independent Code Compliance Review	\$21,000	\$0	\$21,000	\$0	\$21,000	\$22,632	(\$1,632)	\$0
FF&E Design	\$262,500	\$0	\$262,500	\$0	\$262,500	\$0	\$262,500	\$0
FF&E Install Coordination	inc.	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Commissioning	\$68,200	\$0	\$68,200	\$0	\$68,200	\$8,557	\$59,643	\$0
Technology/FF&E Consultant	\$75,348	\$0	\$75,348	\$0	\$75,348	\$0	\$75,348	\$0
Voice and Data ("V&D")	\$1,409,200	\$0	\$1,409,200	\$0	\$1,409,200	\$0	\$1,409,200	\$0
Security System (Electronics)	\$250,000	\$0	\$250,000	\$0	\$250,000	\$0	\$250,000	\$0
Technology, Security Equipment, Communication	\$1,159,200	\$0	\$1,159,200	\$0	\$1,159,200	\$0	\$1,159,200	\$0
Furniture Fixtures & Equipment ("FF&E")	\$1,159,200	\$0	\$1,159,200	\$0	\$1,159,200	\$800	\$1,488,400	\$0
Fixtures, Furnishings, and Equipment	\$1,159,200	\$0	\$1,159,200	\$0	\$1,159,200	\$0	\$1,159,200	\$0
Other Costs	\$417,041	\$0	\$417,041	\$0	\$417,041	\$0	\$300,000	\$0
OSTA AD Application	\$4,000	\$0	\$4,000	\$0	\$4,000	\$800	\$3,200	\$0
Misc Admin Costs	\$26,000	\$0	\$26,000	\$0	\$26,000	\$0	\$26,000	\$0
Reimbursable Costs/Expenses	\$20,000	\$0	\$20,000	\$0	\$20,000	\$0	\$20,000	\$0
Town Bonding/Legal Fees	\$80,000	\$0	\$80,000	\$0	\$80,000	\$0	\$80,000	\$0
Town Short Term Financing	\$135,000	\$0	\$135,000	\$0	\$135,000	\$0	\$135,000	\$0
Utility Fee	\$50,000	\$0	\$50,000	\$0	\$50,000	\$0	\$50,000	\$0
Printing, Mailing, Advertising	\$15,000	\$0	\$15,000	\$0	\$15,000	\$0	\$15,000	\$0
Builders Risk Insurance	\$87,041	\$0	\$87,041	\$0	\$87,041	\$0	\$87,041	\$0
Relocation	\$25,000	\$0	\$25,000	\$0	\$25,000	\$0	\$25,000	\$0
Moving Expenses	\$25,000	\$0	\$25,000	\$0	\$25,000	\$0	\$25,000	\$0
SOFT COSTS	\$5,565,493	\$0	\$5,565,493	\$0	\$7,461,549	\$1,277,221	\$4,201,231	\$0

Budget Approval:	Date:
Project Budget	
TOTAL:	\$0

ORIGINAL/APPROVED BUDGET: **\$41,107,711**

PROJECTED OVER OR UNDER (-) BUDGET: **3.14%**

ACTUAL COST PER SQUARE FOOT (total): **\$449.58**

**Rockwell Elementary School
BUDGET TRACKING REPORT**

Last Edited 4/9/2019

ITEM DESCRIPTION	100% CD Est. /Budget	APPROVED CHANGES	CURRENT CONTRACT	PENDING CHANGES	ESTIMATED FINAL COST	INVOICED TO DATE	INVOICES EXPECTED	DELTA TO BUDGET
GMP Contract					\$21,528,570	\$75,000	\$21,453,570	\$22,082
Total Soft Costs					\$3,248,949	\$829,097	\$3,758,849	\$0
Owner Contingency:					\$1,117,213	\$0	\$1,117,213	\$0
TOTAL PROJECT COSTS					\$25,894,732	\$904,097	\$26,329,632	\$22,082
TOTAL PROJECT BUDGET					\$24,723,432			
VARIANCE					(\$1,171,300)			
Total Projected Capital Cost					\$25,894,732			\$1,171,300

ITEM DESCRIPTION	RIZZO Corp GMP (2/5/19)	APPROVED CHANGES	CURRENT CONTRACT	PENDING CHANGES	ESTIMATED FINAL COST	INVOICED TO DATE	INVOICES EXPECTED	DELTA TO BUDGET
GMP ("GMP")	\$21,506,488	\$22,082	\$21,528,570	\$0	\$21,528,570	\$75,000	\$21,453,570	\$22,082
Trade Costs	\$19,508,989	\$22,082	\$19,531,071	\$0	\$19,531,071	\$0	\$19,531,071	\$22,082
CM GMP Contingency 3.00%	\$585,270	\$0	\$585,270	\$0	\$585,270	\$0	\$585,270	\$0
CM Precon Fee 0.24%	\$75,000	\$0	\$75,000	\$0	\$75,000	\$75,000	\$0	\$0
CM Reimbursable Costs 4.69%	\$896,518	\$0	\$896,518	\$0	\$896,518	\$0	\$896,518	\$0
Construction Manager Fee 1.307%	\$255,069	\$0	\$255,069	\$0	\$255,069	\$0	\$255,069	\$0
Insurance 0.244%	\$47,519	\$0	\$47,519	\$0	\$47,519	\$0	\$47,519	\$0
State Education Fee 0.03%	\$5,556	\$0	\$5,556	\$0	\$5,556	\$0	\$5,556	\$0
Performance and Payment Bond 0.60%	\$132,567	\$0	\$132,567	\$0	\$132,567	\$0	\$132,567	\$0

ITEM DESCRIPTION	RIZZO Corp GMP (2/5/19)	APPROVED CHANGES	CURRENT CONTRACT	PENDING CHANGES	ESTIMATED FINAL COST	INVOICED TO DATE	INVOICES EXPECTED	DELTA TO BUDGET
Owner Contingencies	\$1,117,213	\$0	\$1,117,213	\$0	\$1,117,213	\$0	\$1,117,213	\$0
Project Contingency 3.5%	\$867,213	\$0	\$867,213	\$0	\$867,213	\$0	\$867,213	\$0
Environmental Contingency	\$250,000	\$0	\$250,000	\$0	\$250,000	\$0	\$250,000	\$0
Owner Enabling ("Enabling")	\$137,250	\$0	\$137,250	\$0	\$137,250	\$55,785	\$81,465	\$0
Wetlands Mapping	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Land Surveying	\$13,500	\$0	\$13,500	\$0	\$13,500	\$13,500	\$0	\$0
Pre-Renovation Lead/ASB Test	\$25,000	\$0	\$25,000	\$0	\$25,000	\$38,045	(\$13,045)	\$0
PCB Survey (Estimated)	\$12,500	\$0	\$12,500	\$0	\$12,500	\$940	\$11,560	\$0
Abatement Monitoring	\$32,500	\$0	\$32,500	\$0	\$32,500	\$0	\$32,500	\$0
Abatement Plans and Specs	\$3,750	\$0	\$3,750	\$0	\$3,750	\$0	\$3,750	\$0
Special Inspections and Testing	\$50,000	\$0	\$50,000	\$0	\$50,000	\$3,300	\$46,700	\$0
Professional Fees ("Prof Fees")	\$1,500,483	\$0	\$1,500,483	\$0	\$1,500,483	\$773,312	\$727,171	\$0
Architect Fee	\$922,803	\$0	\$922,803	\$0	\$922,803	\$693,032	\$229,771	\$0
Owner's Project Manager Fee	\$305,500	\$0	\$305,500	\$0	\$305,500	\$17,920	\$287,580	\$0
Geotechnical Engineering	\$21,000	\$0	\$21,000	\$0	\$21,000	\$21,700	(\$700)	\$0
Traffic/Parking Consultant	\$8,250	\$0	\$8,250	\$0	\$8,250	\$12,400	(\$4,150)	\$0
Environmental Consultation	\$2,500	\$0	\$2,500	\$0	\$2,500	\$7,000	(\$4,500)	\$0
Threshold Structural Review	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Independent Code Compliance Review	\$11,500	\$0	\$11,500	\$0	\$11,500	\$11,500	\$0	\$0
FF&E Design	\$141,000	\$0	\$141,000	\$0	\$141,000	\$0	\$141,000	\$0
FF&E Install Coordination	inc.	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Commissioning	\$49,500	\$0	\$49,500	\$0	\$49,500	\$9,760	\$39,740	\$0
Technology/FF&E Consultant	\$38,430	\$0	\$38,430	\$0	\$38,430	\$0	\$38,430	\$0
Voice and Data ("V&D")	\$674,000	\$0	\$674,000	\$0	\$674,000	\$0	\$674,000	\$0
Security System (Electronics)	\$125,000	\$0	\$125,000	\$0	\$125,000	\$0	\$125,000	\$0
Technology, Security Equipment, Communication	\$549,000	\$0	\$549,000	\$0	\$549,000	\$0	\$549,000	\$0
Furniture Fixtures & Equipment ("FF&E")	\$549,000	\$0	\$549,000	\$0	\$549,000	\$0	\$859,000	\$0
Fixtures, Furnishings, and Equipment	\$549,000	\$0	\$549,000	\$0	\$549,000	\$0	\$549,000	\$0
Other Costs	\$368,216	\$0	\$368,216	\$0	\$368,216	\$0	\$280,000	\$0
OSTA AD Application	\$4,000	\$0	\$4,000	\$0	\$4,000	\$0	\$4,000	\$0
Misc Admin Costs	\$26,000	\$0	\$26,000	\$0	\$26,000	\$0	\$26,000	\$0
Reimbursable Costs/Expenses	\$15,000	\$0	\$15,000	\$0	\$15,000	\$0	\$15,000	\$0
Town Bonding/Legal Fees	\$80,000	\$0	\$80,000	\$0	\$80,000	\$0	\$80,000	\$0
Town Short Term Financing	\$120,000	\$0	\$120,000	\$0	\$120,000	\$0	\$120,000	\$0
Utility Fee	\$50,000	\$0	\$50,000	\$0	\$50,000	\$0	\$50,000	\$0
Printing, Mailing, Advertising	\$15,000	\$0	\$15,000	\$0	\$15,000	\$0	\$15,000	\$0
Builders Risk Insurance	\$58,216	\$0	\$58,216	\$0	\$58,216	\$0	\$58,216	\$0
Relocation	\$20,000	\$0	\$20,000	\$0	\$20,000	\$0	\$20,000	\$0
Moving Expenses	\$20,000	\$0	\$20,000	\$0	\$20,000	\$0	\$20,000	\$0
SOFT COSTS	\$4,366,162	\$0	\$4,366,162	\$0	\$4,366,162	\$829,097	\$3,758,849	\$0

Budget Approval:	Date:
Project Budget	
TOTAL:	\$0

ORIGINAL/APPROVED BUDGET: **\$24,723,432**

PROJECTED OVER OR UNDER (-) BUDGET: **-4.74%**

ACTUAL COST PER SQUARE FOOT (total): **\$505.64**



To: Bethel Board of Education

From: Melanie O'Brien, Chair

Date: April 10, 2019

Subject: New 2018-2019 Board Committee Assignments

POLICY

Chair Scott Clayton

Vice Chair Nick Hoffman

Jennifer Larson

Bill Foster

Alternate – Kristen Lacey

CURRICULUM, ASSESSMENT AND PROFESSIONAL PRACTICES

Chair Jennifer Ackerman

Vice Chair Jennifer Larsen

Kristen Lacey

Courtney Martin

Alternate – Cathy Schaefer

RESOURCE MANAGEMENT AND BUSINESS OPERATIONS

Chair Nick Hoffman

Vice Chair Scott Clayton

Kristen Lacey

Bill Foster

Alternate – Courtney Martin

COMMUNITY OUTREACH, ALIGNMENT AND COMMUNICATION

Chair Courtney Martin

Vice Chair Cathy Schaefer

Jennifer Larsen

Jennifer Ackerman

Alternate – Kristen Lacey



Bethel High School

DAVID W. DEAKIN EDUCATIONAL PARK
300 WHITTLESEY DRIVE · BETHEL, CONNECTICUT 06801
P 203.794.8600 F 203.778.7448



Christopher M. Troetti
Principal

Gary M. Lawlor
Associate Principal

Mari Lerz
Assistant Principal

To: Dr. Carver

From: Bethel High School Administration

RE: Graduation Date

4/22/2019

Dear Dr. Carver,

The Bethel High School Administration recommends that the graduation ceremony be held on Thursday, June 13th, 2019 at Western Connecticut State University's O'Neil Center at 6 pm.

Respectfully submitted,

Christopher Troetti

Gary Lawlor

Mari Lerz

BETHEL PUBLIC SCHOOLS 2019 - 2020 CALENDAR

DRAFT
Subject to Change
BOE Review/Approval in April 2019

August 0

M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

19 - 21 - New Staff Orientation
21 - BHS Freshman Orientation
28 - Professional Learning Day - No School - K-12
29 - Professional Learning Day - No School - K-12
30 - Professional Learning Day - No School - K-12

September 19

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

2 - Labor Day
3 - First Day of School (Note: Full Day K-12)
30 - Rosh Hashanah

October 22

M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	*16	17	18
21	22	23	24	25
28	29	30	31	

9 - Yom Kippur
16,17,18 - Conference Day - Early Dismissal - K-12
16 - PSAT - Early Dismissal - BHS (*BHS No Conferences)
17 - Conference Day (Evening) & Prof. Learning - BHS

November 18

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

5 - Professional Learning Day - No School - K-12
27 - Early Dismissal K-12
28-29 - Thanksgiving Recess

December 15

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

20 - Early Dismissal - K-12
23-31 - Holiday Recess

January 21

M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

1 - New Year's Day
20 - Martin Luther King Day

February 19

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

*17- Presidents' Day

March 22

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

25, 26, 27 - Conference Day - Early Dismissal - K-12
25 - Prof. Learning-Early Dismissal - BHS (*BHS No Conferences)
26 - Conference Day (Evening) & Prof. Learning - BHS

April 16

M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

10 - Good Friday
13-17 - Spring Recess
*Note: SAT/PSAT Testing Day - Early Dismissal - BHS -Date TBD

May 20

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

22- Professional Learning Day - Early Dismissal K-12
25 - Memorial Day Observed

June 9

M	T	W	T	F
1	2	3	4	5
8	9	10	11^	12E
15E	16E	17E	18E	19
22	23	24	25	26
29	30			

19 - Professional Learning Day - (Tentative)
To be held the day after the last day of school
18 - *Last day of school - Early Dismissal - K12 (Tentative)
18 - High School Graduation will be no later than 6/18
Final date TBD @ 1st BOE meeting in April.

July 0

M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

TBD - First Day of Summer School
3 - Fourth of July Observed
TBD - Last Day of Summer School

	BHS Freshmen Orientation
	Beginning/Ending of Student Year
	Schools Closed - Holiday/Recess
	Early Dismissal K-12
	Professional Learning Day - Early Dismissal K-12
	Professional Learning Day - No School

	Conference Day - Early Dismissal - K-12
	Conf. Day - (Evening) & Prof. Learning - Early Dismissal
	Make-up days for emergency closings.
	*Built in Emergency Closing date
	Snow Day/Schools Closed

BOE Accepted: 4/13/18

Revised: 9/25/18, 4/3/19, 4/22/19

Subject to Change

*This 186-day calendar includes five (5) emergency closing days. If these days are not used they will be deducted in June. Any additional emergency closing days, beyond the five (5) included days, will be made up June 19-30, as needed. High School Graduation will take place no later than June TBD.

If 5 or more snow days are used by Presidents' Day, the District will be in session on February 17th. We will make every effort to avoid using April 13-17 as make-up days. Please be aware of this information when making travel plans. State law does not allow for extending the school day, school to be in session on a Saturday or Sunday, or going beyond June 30th.

Note: Calendar provides for 186 student days (^181st Day.)

BETHEL PUBLIC SCHOOLS 2020 - 2021 CALENDAR

DRAFT
Subject to Change
BOE Review/Approval in April 2020

August 0

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

24-21 - New Staff Orientation
21 - BHS Freshman Orientation

September 17

M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

2-4 - Professional Learning Day - No School - K-12
7 - Labor Day
10 - First Day of School (Note: Full Day K-12)
28 - Yom Kippur

October 22

M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

14,15,16 - Conference Day - Early Dismissal - K-12
15 - PSAT - Early Dismissal - BHS (*BHS No Conferences)
16 - Conference Day (Evening) & Prof. Learning - BHS

November 18

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

3 - Professional Learning Day - No School - K-12
25 - Early Dismissal K-12
26-27-Thanksgiving Recess

December 17

M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

23 - Early Dismissal - K-12
24 - 31- Holiday Recess

January 19

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

1 - New Year's Day
18 - Martin Luther King Day

February 19

M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

*15- Presidents' Day

March 23

M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

24,25,26 - Conference Day - Early Dismissal - K-12
24 - Prof. Learning - Early Dismissal - BHS (*BHS No Conferences)
25 - Conference Day (Evening) & Prof. Learning - BHS

April 16

M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

2 - Good Friday
12-16- Spring Recess
*Note: SAT/PSAT Testing Day - Early Dismissal - BHS -Date TBD

May 20

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

28- Professional Learning Day - Early Dismissal K-12
31 - Memorial Day Observed

June 10

M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14 [^]	15 ^E	16 ^E	17 ^E	18 ^E
21 ^E	22	23	24	25
28	29	30		

22 - Professional Learning Day - (Tentative)
To be held the day after the last day of school
21 - *Last day of school - Early Dismissal - K12 (Tentative)
21 - High School Graduation will be no later than 6/21
Final date TBD @ 1st BOE meeting in April.

July 0

M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

TBD - First Day of Summer School
5 - Fourth of July Observed
TBD - Last Day of Summer School

	BHS Freshmen Orientation
	Beginning/Ending of Student Year
	Schools Closed - Holiday/Recess
	Early Dismissal K-12
	Professional Learning Day - Early Dismissal K-12
	Professional Learning Day - No School

	Conference Day - Early Dismissal - K-12
	Conf. Day - (Evening) & Prof. Learning - Early Dismissal - BHS
	Make-up days for emergency closings.
	*Built in Emergency Closing date
	Snow Day/Schools Closed

BOE Accepted: 4/25/19

Revised: 4/30/19

Subject to Change

*This 186-day calendar includes five (5) emergency closing days. If these days are not used they will be deducted in June. Any additional emergency closing days, beyond the five (5) included days, will be made up June 22-30, as needed. High School Graduation will take place no later than June TBD.

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Note: Calendar provides for 186 student days (^181st Day.)