

Board of Education POLICY Committee Meeting

Thursday, October 1, 2026 6:00 PM

via Zoom Webinar Video Conferencing and Board of Education Conf. Room E (If due to weather, schools are closed, meeting will be held via Zoom only for BOE members.) Public Access via BEtv Live Streaming BEtv Live Stream @ <http://devos2.bethel.k12.ct.us/show-videos?g=13639a4f&page=1&filter=live> and/or Members of the public wishing to make public comments during the Audience Participation portion of the meeting, use the webinar link below
Attendee Link: <https://bethel-k12-ct-us.zoom.us/j/>, 1 School Street, PO Box 253, Bethel, CT 06801

1. Call to Order

1.A. Roll Call for Quorum

2. First Reading

2.A. Policy 3580 - Cooperative Arrangements and Shared Educational Programs

Speaker (s) : Dr. Sackey

2.B. Policy 1112.7 - Recording Meetings Without Consent.

Speaker (s) : Dr. Sackey

2.C. Policy 6172.3 - Homeschooling Under Parental Direction.

Speaker (s) : Dr. Sackey

2.D. Policy 4111 - Recruitment and Selection.

Speaker (s) : Dr. Sackey

2.E. Policy 5142 - School Safety: Preparation, Response, and After Action

Speaker (s) : Dr. Sackey

3. Public Comment

(Please note: The Board welcomes Public Comment and asks that speakers please limit their comments to 2 minutes. Speakers may offer objective comments of school operations and programs that concern them. The Board will not permit any expression of personal complaints or defamatory comments about Board of Education personnel and students, nor against any person connected with the Bethel Public School System.)

4. Adjourn

Cooperative Arrangements and Shared Educational Programs

Shared Services, Cooperative Programs, and Non-Resident Tuition Delivery

Under Connecticut General Statutes (§10-220), standard non-resident tuition payments automatically default into a town's general fund rather than returning to the school district. When a school district hosts a shared program or service for neighboring districts, this dynamic can create an unfair financial burden on the host district, as local taxpayers end up absorbing operational costs while the municipal government absorbs the incoming revenue.

Policy 3580 establishes formal mechanisms to ensure that incoming funds from participating districts flow directly back into the Board of Education's budget to offset program expenses, protecting local resources and ensuring the financial sustainability of collaborative initiatives.

To safeguard revenue, districts must structure shared services using one of two options:

- **Option 1: The Cooperative Agreement Route (C.G.S. §10-158a)**

A multi-district agreement where the hosting district serves as the designated fiscal agent. Tuition revenue is deposited into a separate, dedicated, non-lapsing account controlled by the Board of Education to directly offset program operational costs.

- **Option 2: The Contracted Services Route (MOU Framework)**

A vendor-style agreement used when a full cooperative arrangement isn't practical. Instead of billing for "tuition," the host district bills the sending district for "purchased professional services" (e.g., flat seasonal fees, seat allocations). Payments are credited directly to expenditure accounts or earmarked Board accounts to reimburse operating expenses.

Implementation Protocols

- **Clear Revenue Processing:** Administrative guidelines (R3580) outline specific invoicing requirements to instruct sending districts to make payments directly to the Board of Education rather than the town.
- **Municipal Coordination:** The Superintendent or Business Manager will proactively share executed agreements with town finance leadership and auditors, clarifying that all incoming funds are legally designated under state statute as Board of Education operational offsets.

Policy 3580

- **Standardized Documentation:** Includes a model Memorandum of Understanding (MOU) template to streamline contracted service agreements while keeping revenue under school board control.

Recording Meetings Without Consent

Developed jointly by CAFE and Shipman & Goodwin, this new model policy prohibits the surreptitious audio or video recording of private conversations, internal meetings, and confidential interactions in school settings or virtual environments, including the unauthorized use of AI-based transcription tools (e.g., Otter.ai, Zoom AI). To protect a climate of mutual trust, recording in settings with a reasonable expectation of privacy requires explicit notification and all-party consent. Clear exceptions are established in accordance with FOIA guidelines for public meetings, standard virtual meeting host notifications, public event photography/videography, advance-noticed PPT/504 meetings, and documentation of harassment or criminal activity.

Policy 1112.7/4118.61/4218.61:

- Preserves trust, candid feedback, and ethical communication within the educational environment.
- Requires express consent and open notification from all participants before recording non-public meetings or utilizing AI note-taking tools (which must comply with state data privacy laws).

Violations are subject to disciplinary measures, including student expulsion or employee termination.

6172.3(a)

Instruction

Home Schooling under Parental Direction Parent-Managed Learning (Homeschooling) (updated)

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Public Act 26-37 updates Connecticut's legal framework by replacing traditional homeschooling language with the formal designation "Parent-Managed Learning," establishing a phased rollout from 2026 to 2028. CAFE updated its model policy, administrative regulations, and sample forms to comply with the requirements for each transition year.

While the 2026–27 school year maintains the status quo with voluntary *Notice of Intent* forms, on July 1, 2027, mandatory in-person withdrawals and DCF registry screenings for all adult household residents are introduced—requiring districts to block withdrawals for uncleared households and to provide appeal instructions.

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By July 1, 2028, all resident families with children ages 5–18 must submit an annual *Intent to Educate* declaration by October 1st.

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Statutory Authority

Section 10-184 of the Connecticut General Statutes describes the duties of parents for educating their children. It requires that parents or persons having control of children ages five years of age to eighteen years of age shall cause such children "...to attend a public day school regularly..." Section 10-184 also allows parents or persons having control of such child to exercise their right to educate the child at home if they are "...able to show that the child is elsewhere receiving equivalent instruction in the studies taught in the public schools." However, it is not the responsibility of the Bethel Board of Education to determine if the education is "equivalent," or to monitor or evaluate the quality of the "equivalent instruction" given to home schooled students.

Parents or persons having control of ~~home-schooled~~ Parent-Managed Learning children are advised of the following determinations by the Bethel Board of Education:

1. The Bethel Board of Education does not permit dual enrollment. In other words, parents may not enroll their child in the district for part of the school day while home schooling the other part of the school day.

2. The Bethel Board of Education does not permit students who are home schooled to participate in any extracurricular or co-curricular activities offered by the school district.

Statutory Requirements for Home Schooling

1. Parents shall file with the Superintendent of Schools (P.O. Box 253, Bethel, CT 06801) a "Notice of Intent, Instruction of Student at Home" form. A Notice of Intent will be effective for up to one school year.
2. Filing of a "Notice of Intent" must occur within ten days of the start of the home instruction program.
3. The school district will receive the Notice of Intent, check it for completeness and keep it as part of the school's permanent record. A complete form will be one which provides basic program information including the name(s) of teacher(s), the subjects to be taught, the days of instruction, and the teacher's method of assessment.
4. Parents, by filing a "Notice of Intent," acknowledge full responsibility for the education of their child.

6172.3(b)

5. Parents are advised that an Annual Portfolio Review is entirely voluntary on their part, and it will only be conducted at their request to the Superintendent of Schools.
6. Receipt of a "Notice of Intent" in no way constitutes approval by the school district of the content or effectiveness of a program of home instruction.

Legal References:

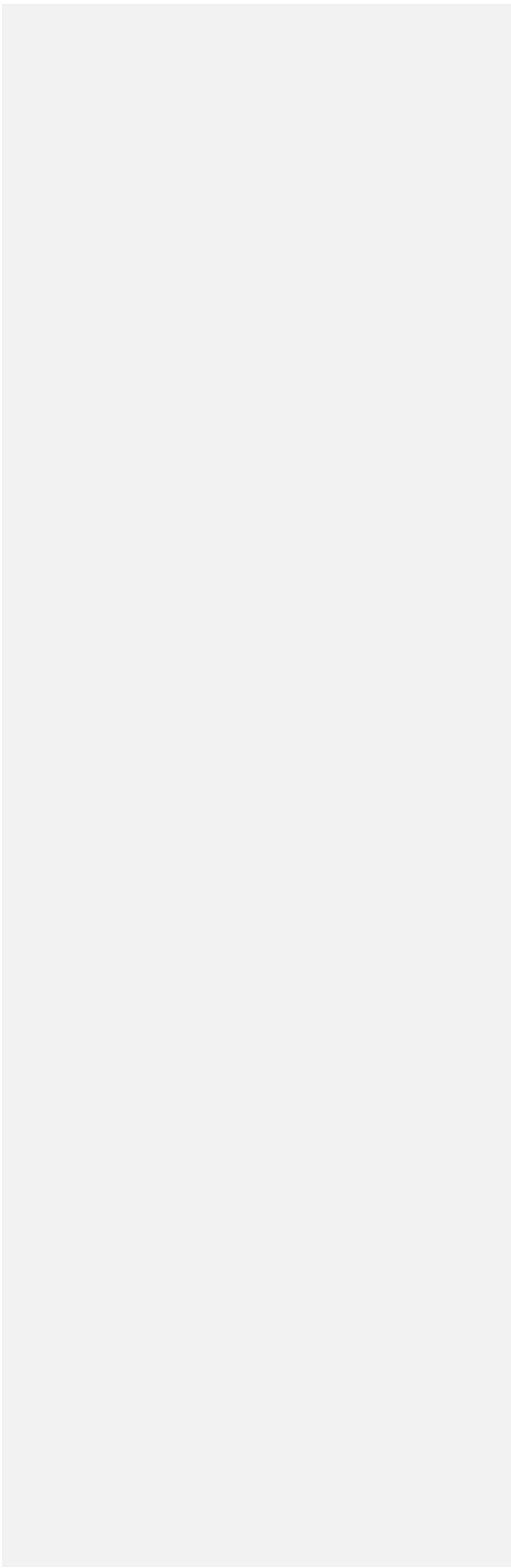
Connecticut General Statute: 10-184

Series 1994-95: Commissioner of Education Circular Letter C-14 "Revised Procedures Concerning Requests from Parents to Educate Their Children at Home" (July 15, 1994)

Policy adopted: December 7, 1992
Policy amended: October 17, 1994
Policy amended: January 24, 2008

BETHEL PUBLIC SCHOOLS
Bethel, CT

6172.3P-P&P6-04



Personnel - Certified/Non-Certified

Recruitment and Selection

To comply with Public Act 26-12, effective October 1, 2026, this model policy and regulation have been updated to incorporate the expanded job posting disclosures regarding wage ranges, benefit summaries, and paycode transparency guidelines.

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In addition, TRB reemployment provisions under C.G.S. §10-183v have been refined to ensure legal compliance with state post-retirement compensation rules.

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Key Revisions include:

1. **Job Posting Wage and Benefits Transparency (P.A. 26-12)** requires all public, external, internal, transfer, and promotional job postings to include:

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a. **The wage rate or a good-faith wage/salary range; and**

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b. **A general description of the position's benefits, including health insurance, retirement plans, fringe benefits, and paid leave options.**

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2. **Paycode Transparency Guide Disclosure (P.A.26-12)** mandates that districts with 100 or more employees maintain and publish a plain-language guide on their website detailing all pay codes used for overtime and wage differentials, available in multiple common languages spoken by staff.

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3. **Automated Employment Decision Technology Notice (P.A.26-12)** requires advance written disclosure if AI or automated screening systems are used during recruitment.

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4. **TRB Reemployment Compliance (C.G.S. §10-183v)** reaffirms the 45% maximum compensation cap for retired certified teacher in non-shortage areas, proper notification protocols, and health benefit rules.

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In the employment of teachers and other certified personnel, special consideration is given to professional training, teaching experience, and personal characteristics desirable in good teachers.

Each candidate will:

1. Submit evidence of meeting the certification requirements of the state and/or qualifications of job description.

Personnel - Certified/Non-Certified

Recruitment and Selection

2. Submit an official college transcript to the personnel office.
3. Submit a minimum of three letters of reference.
4. Submit a record of teaching and other work experience to the personnel office.
5. Appear for a personal interview.
6. Participate in a demonstration lesson or performance task.

The Superintendent will ensure that all employee manuals or handbooks are in compliance with federal law and include:

- The education and experience required of all new instructional employees;
- Any credentials that current instructional employees must acquire;
- A timetable for the satisfaction of any new requirements;
- The consequences for employees who fail to comply.

All employees are to be advised of the revisions of the handbooks or manuals and of any implications for existing personnel.

Staffing patterns will be reviewed annually to ensure that subgroups are not, at higher rates than are other children in the district, taught by inexperienced, unqualified, or out-of-field teachers. If such patterns are noted, strategies to correct the problem will be developed.

All positions will be posted internally and externally. When appropriate, the district will attend recruitment fairs to broaden the candidate pool. All candidates, whether internal

or external will be expected to participate in the same hiring process to ensure the highest quality candidate for the position.

Legal Reference: Connecticut General Statutes

10145 Certificate necessary to employment.

10151 Employment of teachers.

4111(3)
4211

Personnel - Certified/Non-Certified

Recruitment and Selection

10153a to 10153n; Rights concerning professional organization and negotiations.

P.A. 94-221 An Act Concerning School Discipline and Security.

20 USCA §6311(h)(6)(A) – No Child Left Behind Act

Regulation approved:	9/28/1992	BETHEL PUBLIC SCHOOLS
Regulation revised:	2/5/2004, 5/18/2023	Bethel, CT

Policy 5142 (Updated July 2026 to incorporate P.A. 26-1)

School Safety: Preparation, Response, and After Action

Public Act 26-1 significantly updates Connecticut's school security and safety statutes (C.G.S. § 10-222m, 10-222n, and 10-231). Specifically, P.A. 26-1 introduces new statutory mandates governing public access to security plans, drill advance notifications, and trauma-informed drill procedures:

Policy 5142 (Updated July 2026 to incorporate P.A. 26-1) (continued)

1. While specific tactical details and structural vulnerabilities remain exempt under FOIA (C.G.S. §1-210(b)(19)), P.A. 26-1 mandates that boards of education must make all non-exempt portions of each school's security and safety plan accessible to members of the school community upon request.
2. **Crisis Response Drill Notifications & Trauma-Informed Standards:**
 - **7-Day Advance Notice:** School districts are strictly required to issue written notice to parents, guardians, students, and staff at least seven (7) calendar days prior to conducting any crisis response or security drill.
 - **Commencement Announcement:** Immediately upon starting a drill, an explicit announcement must be broadcast over the school building's public address system informing all occupants that a drill is taking place.
 - **Simulation Prohibition:** Drills conducted when students are present must not include active assailant simulations, high-sensory elements (e.g., fake gunfire, pyrotechnics, or loud realistic audio), or unannounced surprise scenarios.
 - **Preparation & Debriefing:** Staff must provide age-appropriate and developmentally appropriate preparation for students prior to drills and offer opportunities for debriefing afterward.