Board of Education POLICY Committee Meeting

Thursday, October 22, 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 4111 - Recruitment and Selection.	**Speaker(s):** Dr. Sackey
2.C.	Policy 0524 - Hate Crimes and Bias Incidents in Schools	**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**	

Business/Non-Instructional Operations

Cooperative Arrangements and Shared Educational Programs

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

I. Purpose and Scope

The Board of Education recognizes that public school districts can maximize educational opportunities for students and achieve operational efficiencies by sharing services, personnel, and instructional programs with neighboring public school districts.

To ensure the financial sustainability of such programs, the hosting district shall not bear an inequitable financial burden. Therefore, this policy establishes the mechanisms by which financial receipts from participating or sending districts are directed appropriately to the Board of Education's operating budget, rather than the town's general fund, to directly offset program costs.

II. Authorization for Cooperative Arrangements

Pursuant to Connecticut General Statutes §10-158a, the Board of Education is authorized to enter into a written agreement with one or more other boards of education to establish cooperative arrangements to provide educational programs, administrative services, or personnel.

Any such agreement must be approved by ~~a majority vote of the Board~~ must be approved by the superintendent and must explicitly detail the financial obligations of each participating district, including the designation of the hosting Board of Education as the custodian of cooperative funds.

Commented [1]: Should we ask for delegation to Superintendent?

Commented [2]: I would say yes.

III. Financial Structures for Cost Recovery

To prevent incoming revenue from being absorbed by the Town's general fund, cooperative programming shall be structured utilizing one of the following approved logistical frameworks:

1. **Interlocal/Cooperative Agreement (Tuition Offsets):** If an agreement is executed under C.G.S. §10-158a, the hosting Board of Education shall act as the fiscal agent. All revenue generated through tuition-based enrollment in the cooperative program shall be deposited directly into a separate, non-lapsing account controlled by the Board to offset program expenditures.

III. Financial Structures for Cost Recovery (continued)

2. **Contracted Services Framework:** Alternatively, the Board may opt to structure the shared service as a vendor/purchased-service arrangement. The sending district shall be billed via a professional services contract rather than a traditional tuition mechanism. Receipts from contracted services shall be credited directly back to the Board's relevant expenditure accounts or a dedicated board account, as permitted by law, to offset operational costs.

IV. Implementation

The Board directs the Superintendent of Schools to develop administrative regulations, standard memoranda of understanding (MOUs), and contract templates necessary to execute this policy in compliance with state statutory and auditing requirements.

Legal References: Connecticut General Statutes

10-158a Cooperative arrangements among towns

10-220 Duties of boards of education

10-222 Appropriations and budget estimates

Policy adopted:

BETHEL PUBLIC SCHOOLS
Bethel, CT

4111
4211

Personnel - Certified/Non-Certified

Recruitment and Selection

The Board directs the Superintendent to develop and maintain a recruitment program designed to attract and hold the best possible personnel who are qualified for the position for which they have applied.

The school district recognizes the heterogeneity of the people who live in the school district and believes that this characteristic should have an important bearing on all aspects of the school district's activities, including the recruitment, hiring and retention of personnel.

~~To this end, the Superintendent shall develop and implement a written plan for minority staff recruitment. The administration is directed to make a serious effort to see that the recruitment procedures of the district produce a total staff representative of the total population of the district and that the assignment procedures of the district bring to each school staff members representative of the population represented by the student membership in each local school.~~

Increasing Educator Diversity

The Board of Education believes it is especially important to ensure that recruitment, hiring, and retention efforts increase educator diversity. The administration is directed to make a determined and substantial effort to ensure that the district's recruitment procedures increase diversity, consistent with C.G.S. §10-56ee and Public Act 23-167.

Fair Employment Practices and Public Notices

The schools shall engage in fair and sound personnel practices in the appointment of all district employees. The administration shall be responsible for establishing recruitment, selection, and appointment procedures.

The Superintendent shall ensure that the District is in compliance with provisions of Title I and the Every Student Succeeds Act (ESSA). Handbooks and recruitment materials shall comply with federal law regarding the qualifications of instructional personnel. Parent/guardians of students in Title I schools shall be informed annually of their right to request information regarding teacher and paraprofessional qualifications.

Job Posting Transparency (P.A. 26-12)

Effective October 1, 2026, the Superintendent or designee shall ensure that all public, external, internal, promotional, and transfer job postings published or distributed by the District include:

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1. The wage rate or a good-faith estimate of the wage/salary range for the position; and
2. A general description of the position's benefits, including health insurance, retirement options, fringe benefits, and paid leave provisions.

~~*(Districts with 100 or more employees shall also post on the District website a plain-language guide explaining all pay codes used for overtime and wage differentials, available in English, Spanish, and any common language spoken by members of the workforce.)*~~

Automated Employment Decision Technology

If the District utilizes automated or AI-driven technology to screen job applications or evaluate employees, advance written notice shall be provided to candidates detailing the technology's purpose and the nature of the decision-making process.

Hiring of Retired Teachers

A retired teacher receiving benefits from the Teachers' Retirement Board (TRB) may be reemployed by the Board for up to one full school year in a position:

1. Designated by the Commissioner of Education as a subject shortage area, or
2. At a school located in a priority school district for the school year in which the teacher is being employed.

Such reemployment may be extended for an additional school year, provided the Board:

1. Submits a written request for approval to the Teachers' Retirement Board,
2. Certifies that no qualified candidates are available prior to the reemployment of such teacher, and
3. Indicates the type of assignment to be performed, the anticipated date of rehire, and the expected duration of the assignment.

The forty-five percent (45%) limitation applies if the retired teacher has worked for more than two years in either a subject shortage area or a priority school district.

The salary of such teacher shall be fixed at an amount at least equal to that paid other teachers in the District with similar training and experience for the same type of service.

Except as indicated above, a certified educator receiving retirement benefits from the TRB may not be employed in a certified position receiving compensation paid out of public money appropriated for school purposes, except that such educator may be employed in such a position and receive no more than forty-five (45%) of the maximum salary level for the assigned position. Any certified educator who receives in excess of such amount shall reimburse the Board for the amount of such excess. Fringe benefits offered by the District, if taken by the employed retired individuals, are included in the maximum compensation calculation.

Applicant Disclosure Requirements

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On the application form, an applicant for any position in the school district shall disclose any previous relationship with the Superintendent or any Board member. Previous relationships will include any business, financial, personal, political, or family connections. The Superintendent shall provide the Board with full disclosure of any prior knowledge or relationship with any candidate recommended for employment.

The Board authorizes the Superintendent to employ teachers. (If the Superintendent is not authorized to employ teachers, the Superintendent will submit nominations to the Board of Education, and the Board shall accept or reject such nominations not later than thirty-five (35) calendar days from submission.)

The schools shall engage in fair and sound personnel practices in the appointment of all district employees. The administration shall be responsible for establishing recruitment, selection and appointment procedures.

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Personnel -- Certified/Non-Certified
Recruitment and Selection (continued)

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Legal Reference: Connecticut General Statutes
10-151 Employment of teachers. Notice and hearing on termination of contract (as amended by P.A. 12-116 An Act Concerning Educational Reform).
10-153 Discrimination on account of marital status.
10-220 Duties of Boards of Education. (as amended by PA 98-252)
46a60 Discriminatory employment practices prohibited.
20 U.S.C. Section 1119 No Child Left Behind Act?
34 C.F.R. 200.55 Federal Regulations
10-183v Reemployment of teachers, as amended by P.A. 10-111, An Act Concerning Education Reform in Connecticut, P.A. 16-91, An Act Making Changes to the Teachers' Retirement System, and PA 17-173 An Act Concerning Minor Revisions and Additions to the Education Statutes and PA 18-42 An Act Concerning a Provision Concerning Reemployment of Certain Teachers.
31-126 Unfair Employment Practices.
Title IV Equal Employment Opportunities.
P.L. 114-95 Every Student Succeeds Act, S.1177-55, 56
PA 23-167 An Act Concerning Transparency in Education Section 10.
PA 26-12 An Act Concerning Pay Transparency, Employee Benefits Disclosure, and Workplace Accommodations.

Policy adopted: 9/28/1992
Policy Revised: 10/5/98, 2/5/04, 5/18/23

BETHEL PUBLIC SCHOOLS
Bethel, CT

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Hate Crimes and Bias Incidents in Schools

Mission – Goals – Objectives

Hate Crimes and Bias Incidents in Schools

I. Statement of Purpose

The Bethel Board of Education is unequivocally committed to providing a safe, healthy, and equitable learning and working environment that is free from discrimination, harassment, intimidation, bigotry, and bullying.

Hate/bias incidents and crimes jeopardize the physical safety and emotional well-being of students and staff, disrupt the educational process, and will not be tolerated within this school district. The Board requires all schools and personnel to actively promote mutual respect, tolerance, and acceptance. Any hate/bias incident or crime committed on school grounds, on school transportation, or during school-sponsored activities will be met with immediate corrective action, disciplinary sanctions, and appropriate law enforcement notification.

II. Definitions

1. **Hate/Bias Incident:** Any suspected or confirmed non-criminal act or attempted act—including expression, conduct, or writing—that manifests hostility, bias, or bigotry against a person, property, or institution because of the target's actual or perceived race, color, religion, national origin, ethnicity, sex, sexual orientation, gender identity or expression, age, or disability. This includes, but is not limited to, verbal slurs, epithets, negative stereotyping, demeaning jokes, distribution of hate literature, or digital/electronic messages of an intimidating nature.
2. **Hate Crime:** Any criminal offense or unlawful act (such as physical assault, threatening, criminal mischief, arson, or vandalism) directed at or occurring to a person, private property, or public property where law enforcement determines the offense was motivated, in whole or in part, by bias or prejudice against a protected characteristic listed above.
3. **In Whole or in Part Because Of:** Means that the biased motivation was a contributing cause of the offense, whether other causes coexisted. Bias must be a substantial factor when multiple motives are present.
4. **Retaliation:** Any form of intimidation, reprisal, or harassment directed against an individual for reporting a hate/bias incident or crime, aiding or encouraging a report, or cooperating in an administrative or law enforcement investigation. Retaliation is strictly prohibited and constitutes an independent, actionable violation of this policy.

P0524(b)

Mission – Goals – Objectives

Hate Crimes and Bias Incidents in Schools (continued)

III. Hate/Bias Prevention Program

The Board directs the Superintendent to maintain a comprehensive hate/bias prevention program containing the following components:

- **Mandatory Personnel Training:** Annual, mandatory training for all school personnel—including administrators, teachers, support staff, school security, and transportation workers—focused on the recognition, proper documentation, reporting, and statutory response protocols for hate/bias incidents.
- **Student Instruction:** Age-appropriate classroom instruction, assemblies, and school activities designed to develop empathy, critical thinking, and conflict-resolution skills while explicitly teaching that subtle or overt expressions of hate are inherently harmful.
- **Community and Inter-Agency Partnerships:** Active collaboration with families, community advocacy groups, local law enforcement agencies, and neighboring school districts to share best practices and maintain a unified community stance against bias.

IV. Statutory Enforcement and Reporting

The administration shall ensure that all instances of student discipline arising from a hate/bias incident or crime are meticulously documented and reported to the Connecticut State Department of Education in strict compliance with the **ED-166 reporting process** and **P.A. 22-9**.

Legal Reference: Connecticut General Statutes
10-15c Discrimination in public schools prohibited. School attendance by five-year olds.
29-7m(a) Classification of crimes motivated by bias
53a-181i, j, k, l (Intimidation based on bigotry or bias)
Public Act 17-111 (An Act Concerning Hate Crimes)
Public Act 22-9 (An Act Concerning Promoting Good Governance and School Safety)
Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq.
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq.