

Minutes of the Bethel Board of Education Regular Meeting held on Thursday, February 20, 2025, in Board of Education Conference Room E, 1 School Street, PO Box 253, Bethel, CT 06801 and via Live Stream.

Attendance: None.

Administrative Attendance: C. Carver, J. Variale

S. Clayton, Chair, called the meeting to order at 7:00 PM.

**Board Members Attendance:**

Mrs. Jennifer Ackerman:	Present
Anthony Cassio:	Present
Mr. Scott Clayton:	Present
Mrs. Kara DiBartolo:	Absent
Mr. Bill Foster:	Present
Mrs. Jen Larsen:	Present
Mrs. Courtney Martin:	Present
Ms. Pat Rist:	Absent
Mr. Jeffrey Spies:	Present

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TOWN CLERK  
BETHEL, CT.

**1. Call to Order**

- 1.A. Roll Call for Quorum
- 1.B. Pledge of Allegiance

**2. Board Recognition/A Salute to Excellence**

- Bethel High School has won the January 2025 Monthly Award for FAFSA Completion.
- Congratulations to the BHS Boys' Indoor Track Team for winning the SWC's.

**2.A. Gifts, Grants, & Bequests**

**Grants**

**Districtwide**

- State and Local Cybersecurity Grant Program (SLCGP) Subaward

**Gifts**

**Berry School**

- Magnetic Construction Set, \$19.99, Caryn Schajer, Bethel, CT

**3. Consent Calendar**

### 3.A. Approval of Minutes

#### 3.A.1. January 16, 2025

**Move to approve the minutes of January 16, 2025. Passed with a motion by Mr. Scott Clayton and a second by Mrs. Jen Larsen.**

Mrs. Jen Larsen:	Abstain
Mrs. Courtney Martin:	Abstain
Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mr. Jeffrey Spies:	Yea

#### 3.A.2. January 30, 2025

**Move to approve the minutes of January 30, 2025. Passed with a motion by Mr. Scott Clayton and a second by Mr. Bill Foster.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

#### 3.A.3. February 4, 2025

**Move to approve the minutes of February 4, 2025. Passed with a motion by Mr. Scott Clayton and a second by Mr. Bill Foster.**

Mr. Jeffrey Spies:	Abstain
Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea

#### 3.A.4. February 6, 2025

**Move to approve the minutes of February 6, 2025. Passed with a motion by Mr. Scott Clayton and a second by Mrs. Jen Larsen.**

Mrs. Courtney Martin:	Abstain
Mr. Jeffrey Spies:	Abstain

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea

### 3.A.5. February 11, 2025

**Move to approve the minutes of February 11, 2025. Passed with a motion by Mr. Scott Clayton and a second by Mrs. Jennifer Ackerman.**

Mr. Scott Clayton:	Abstain
Mr. Jeffrey Spies:	Abstain
Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea

### 4. Correspondence

- Bethel CT Public Schools Mail - Re\_ Removal of DEI programming in Bethel Public Schools - M. Paulsen
- Bethel CT Public Schools Mail - Rockwell Art Show - March 27th 4\_30- 6\_30 - B. Kearney

### 5. Public Comment

None.

### 6. Administrative/Board Member Update

#### 6.A. Board Chairperson Update

Mr. Clayton spoke to the Board about CABE's budget update, Excess costs, IDEA funds, and a Marshall Memo article regarding negative posts on social media.

#### 6.B. Administrative Update

Dr. Carver spoke to the Board about the "Dear Colleague" letter from the Office of Civil Rights, the hiring plan and "DEI", teacher recruitment, executive orders article, and non-renewals. Dr. Carver reviewed the non-renewal process with the Board. Teachers need to be notified by April. She spoke about excess costs. There is good news, the state will add \$40 million to the budget for this year.

**6.B.1. Class of 2025 Graduation Date (Pending BOE approval on or after April 1st.)**

Dr. Carver spoke to the Board about the Class of 2025's graduation date. State statute allows a Board of Education to formally set graduation on or after April 1st. The Administration is recommending Friday, June 13, 2025, as the Graduation Date on Ralph DeSantis Field at 6 PM. Saturday, June 14, 2025, is the rain date. The tentative last day for students will be June 13, 2025 (half-day). The Board will be asked to vote to approve the graduation date at its regular meeting in April.

**6.B.2. 2024-2025 BOE District Data Sheet**

Dr. Carver provided the Board the 2024-2025 BOE District Data Sheet.

**7. Reports to the Board**

**7.A. Policy**

**7.A.1. Regulation 5145.42 - TITLE IX OF THE EDUCATION AMENDMENTS OF 1972 - PROHIBITION OF SEX DISCRIMINATION AND SEXUAL HARASSMENT**

Dr. Carver informed the Board we are required to have the 2020 edition of the Title IX policy/regulation due to a recent court decision and we are required to implement it now.

**7.A.2. First Reading**

**7.A.2.a. Policy/ Regulation 4118.51 - Employee Use of Social Media**

**Move to accept Policy/Regulation 4118.51 - Employee Use of Social Media for a first reading. Passed with a motion by Mrs. Jen Larsen and a second by Mrs. Courtney Martin.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

**7.A.2.b. Policy 4152.6 - Family Medical Leave**

**Move to accept Policy 4152.6 - Family Medical Leave for a first reading. Passed with a motion by Mrs. Jen Larsen and a second by Mrs. Courtney Martin.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

**7.A.2.c. Policy/Regulation 2232 - Retention and Disposition of Records and Information**

**Move to accept Policy/Regulation 2232 - Retention and Disposition of Records and Information for a first reading. Passed with a motion by Mrs. Jen Larsen and a second by Mrs. Courtney Martin.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

**7.A.2.d. Policy 5145.42 Policy Regarding Title IX of the Education Amendments of 1972 Prohibition of Sex Discrimination and Sexual Harassment**

**Move to accept Policy 5145.42 Policy Regarding Title IX of the Education Amendments of 1972 Prohibition of Sex Discrimination and Sexual Harassment (Students) for a first reading. Passed with a motion by Mrs. Jen Larsen and a second by Mrs. Courtney Martin.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

**7.A.3. Second Reading/Approval**

**7.A.3.a. Policy/Regulation 6146 - Graduation Requirements**

**Move to approve Policy and Regulation 6146 - Graduation Requirements. Passed with a motion by Mrs. Jen Larsen and a second by Mrs. Courtney Martin.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea

Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

#### **7.A.3.b. Policy 6172 - Alternative Education**

**Move to approve Policy 6172 - Alternative Education. Passed with a motion by Mrs. Jen Larsen and a second by Mrs. Courtney Martin.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

#### **7.A.3.c. Policy 4117 - Employee Discipline**

**Move to delete Policy 4117, Employee Discipline. Passed with a motion by Mrs. Jen Larsen and a second by Mr. Scott Clayton.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

#### **7.A.3.d. Policy/Regulation 4122 - Student Teachers**

**Move to approve Policy and Regulation 4122 - Student Teachers. Passed with a motion by Mrs. Jen Larsen and a second by Mrs. Courtney Martin.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

#### **7.A.3.e. Policy 4124 - Summer Teaching**

**Move to delete Policy 4124 - Summer Teaching. Passed with a motion by Mrs. Jen Larsen and a second by Mrs. Courtney Martin.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

#### **7.A.3.f. Policy 4118.232 - Weapons and Dangerous Instruments**

**Move to approve Policy 4118.232 - Weapons and Dangerous Instruments. Passed with a motion by Mrs. Jen Larsen and a second by Mrs. Courtney Martin.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

#### **8. Recommended Executive Session**

**Move to enter into Executive Session at 7:47 PM for BAA negotiations, inviting in Dr. Carver. Passed with a motion by Mr. Scott Clayton and a second by Anthony Cassio.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

#### **8.A. CT General Statues 1-210(b)(9) Negotiations - Bethel Administrators' Negotiations**

**Move to come out of Executive Session at 8:09 PM. Passed with a motion by Mr. Scott Clayton and a second by Anthony Cassio.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea

Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

**Move to approve the Memorandum of Agreement between the Board of Education and the Bethel Administrators' Association. Passed with a motion by Mr. Scott Clayton and a second by Mrs. Courtney Martin.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

**Move to approve/accept the dollar amount of \$59,377,489, including additional reduction of \$50,000 from the Memorandum of Agreement. Passed with a motion by Mr. Scott Clayton and a second by Anthony Cassio.**

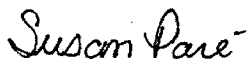
Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

## 9. Adjourn

**Move to adjourn at 8:11 PM. Passed with a motion by Mr. Scott Clayton and a second by Anthony Cassio.**

Mrs. Jennifer Ackerman:	Yea
Anthony Cassio:	Yea
Mr. Scott Clayton:	Yea
Mr. Bill Foster:	Yea
Mrs. Jen Larsen:	Yea
Mrs. Courtney Martin:	Yea
Mr. Jeffrey Spies:	Yea

Respectfully submitted,



Susan Pare  
Board Recorder