



Highlights

CAPITAL PROJECT EDITION | FALL 2025

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Project list by building

Residents to vote on Districtwide Capital Project on Dec. 2

On Tuesday, Dec. 2, residents will vote on a proposed capital improvement project designed to enhance academics, wellness, safety, and infrastructure across all district schools. The proposal includes 137 project elements and is **budget neutral**, meaning there will be no additional tax impact for local residents.

The plan features extensive renovations of outdated elementary classrooms and a districtwide cooling project, adding air conditioning to identified “hot spots” in several schools and to large common spaces such as gyms, libraries, and cafeterias.

Other featured projects include renovation of the Elsmere Library Media Center (LMC), renovation of the Slingerlands Elementary School kitchen and cafeteria, improvements to the Hamagrael cafeteria and gymnasium and the school’s main office, bathroom renovations at the

high school and renovation of the “pit” area of the middle school for use by Physical Education/athletics.

The school district maintains nearly 1,000,000 square feet of space across nine buildings. The project would address the long-term durability, safety, efficiency, and maintenance of the district’s infrastructure.

Emergency alarm systems would be upgraded districtwide. These systems use flashing lights to provide clear, visual notifications for different types of emergencies, from fires to lockdowns. These are designed to be accessible to everyone, including those with hearing disabilities.

The new alarm systems, along with roofing, window and door replacements, paving projects, masonry repairs, boiler replacements, site drainage and other infrastructure maintenance, account for nearly half of the proposed 2025 Capital Project.

PROJECT SNAPSHOT

PROPOSITION
AMOUNT**\$60,000,000**NUMBER
OF PROJECT
ELEMENTS**137**NUMBER OF
BUILDINGS**9**

Capital Project Vote:

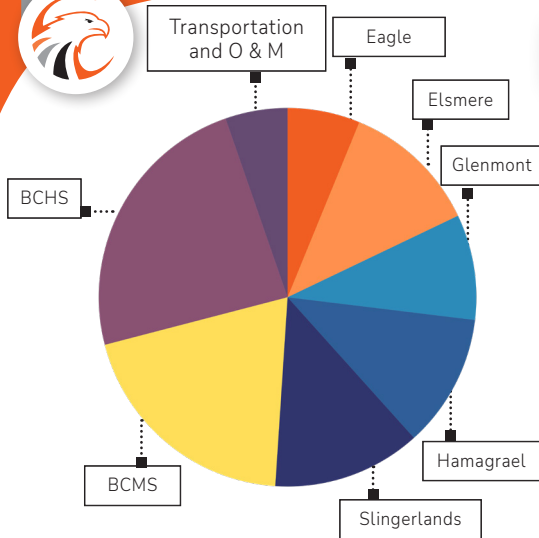
- ☒ Tuesday, Dec. 2nd
- ☒ 7 a.m. to 9 p.m.
- ☒ BCHS Gym A

Tax impact:

\$0No additional local
tax impact due to:

- ☒ State aid
- ☒ Use of Capital Reserves
- ☒ Financing timeline





Project scope by building

Eagle Elementary School	\$3,625,878	6.2%
Elsmere Elementary School	\$6,876,145	11.8%
Glenmont Elementary School	\$5,260,285	9.0%
Hamagrael Elementary School	\$6,678,264	11.4%
Slingerlands Elementary School	\$7,424,674	12.7%
Bethlehem Central Middle School	\$11,646,797	19.9%
Bethlehem Central High School	\$13,893,164	23.7%
Transportation/O & M	\$3,140,547	5.3%
Total Estimated Cost	\$58,545,754	100%
PROPOSITION AMOUNT UP TO	\$60,000,000	

CAPITAL
PROJECT VOTE:
**Tuesday,
Dec. 2**

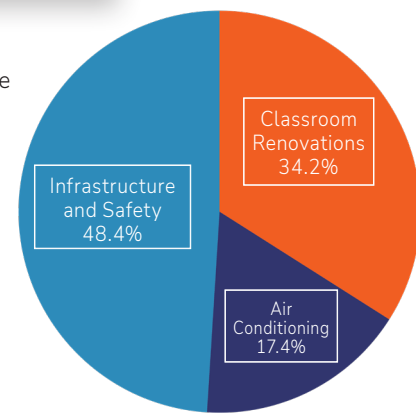
**VOTE IN
PERSON**
7 a.m. to
9 p.m.
High School
Gym A

Project Scope by type

CLASSROOM RENOVATIONS (34.2% OF PROJECT) At the four elementary schools, a total of 45 classrooms would get new floors, ceilings, lighting, casework and finishes. At BCMS, the art classrooms would be renovated and a music room moved. At BCHS, an art classroom, a Family and Consumer Science (FACS) classroom and technology classrooms would be upgraded. Estimated cost (including upgrades to other student-use areas such as libraries, cafeterias and gyms) is \$19,989,050.

AIR CONDITIONING (17.4% OF PROJECT) Air conditioning would be added to classrooms that have been identified as "hot spots," where temperatures often exceed 80 degrees in May, June and September. Air conditioning would be added to all schools in common areas such as gyms and cafeterias. Estimated cost is \$10,213,392.

INFRASTRUCTURE & SAFETY (48.4% OF PROJECT) Roof replacements, window and door replacements, masonry repairs, plumbing, & electrical and ventilation infrastructure upgrades, and site drainage and paving projects are proposed throughout the district. Upgraded fire/emergency alarm systems would be added at all schools (except BCHS, which already has an upgraded alarm system). Estimated cost is \$28,343,312.



2025 Capital Project Q & A

Q. What is a capital project?

A. Just like a home, school facilities need attention and upkeep to maintain a healthy, safe, and secure environment for teaching and learning. Multiply the daily wear and tear of 4,150 active students and 800 staff members in seven schools, and these maintenance costs easily rise above what the annual general operating budget can support. Capital improvement projects are a way for school districts to finance larger amounts of facilities work in a cost-efficient manner by accessing state building aid and using voter-approved capital reserves.

Q. What is the cost of the 2025 Capital Project?

A. If approved, the cost of the project would not exceed \$60,000,000. Due to anticipated state building aid, advance planning and expiring debt, there would be no additional tax impact to local taxpayers. New York State Building Aid is expected to fund 71.8% of eligible project costs. In addition, the district plans to use voter-approved savings from previous years. The district has \$16.6 million in a Capital Reserve which would be used to offset project costs, saving local taxpayers money. Strategic timing of the project is also key, as the district will be nearing final payoff of debt from prior capital projects as new, comparable debt payments are added.

Q. If the cost estimates are \$58,545,754 as noted above, why is it a \$60 million proposition?

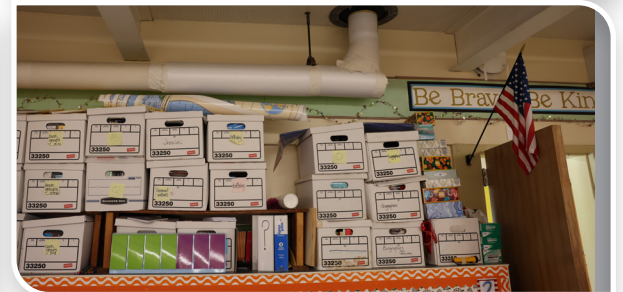
A. Voters are being asked to approve a maximum amount not to exceed \$60,000,000. In New York State, school districts are generally required to use a "not to exceed" amount in their bond propositions presented to voters. The "not to exceed" language ensures transparency and provides taxpayers with a clear understanding of the maximum financial commitment the district is authorized to make for a specific capital project. A school district's bond proposition amount typically exceeds project cost estimates to account for potential contingencies and fluctuations in project costs. These fluctuations can be hard to predict and can be caused by inflation, tariffs, job market pressures, etc.



ON THE BALLOT 2025 CAPITAL PROJECT



Priority #1: Renovating a total of 45 elementary classrooms at Elsmere, Glenmont, Hamagrael and Slingerlands that were last updated in the 1950s & 1970s.



Q. Why is the vote in December and not in May during the regular budget vote?

A. To minimize disruption, school construction projects usually begin in late spring, with the bulk of work being completed during the summer months. A December 2025 vote will allow the district to continue on a timeline in which construction would begin in spring of 2027. This timeframe allows for design work, State Education Department (SED) approvals and the bidding process. If a vote were delayed to May 2026, the timeline would be pushed back far enough that construction could not begin until spring 2028. A delay would also disrupt the timing of bond financing and state aid payments that, with a December 2025 vote, allows the project to be budget neutral.

Q. Who will benefit from the capital project?

A. The proposed project will benefit students, staff and the community, with students experiencing the greatest impact. Modernizing classrooms and other learning spaces will enrich the educational experience while enhancing the overall value of district facilities. In addition, BCSD frequently opens its buildings to community members for a variety of purposes, from using athletic fields and gyms to attending events such as stage productions in our auditoriums (see p.5). Capital improvements can positively impact home values, too. The National Association of Realtors reports that nearly 30% of home buyers list "school quality" as a deciding factor in their home purchase.

Q. Will students be displaced while classrooms are being renovated?

A. Most capital project work is scheduled during summer vacations, school breaks or is done as nighttime work in order to minimize disruption to the instructional day. Due to the extensive classroom renovation work that is necessary at the elementary level, some elementary students may be displaced during the classroom renovations at Elsmere, Glenmont, Hamagrael and Slingerlands. Relocation of students, either within a building or between buildings, will be kept to a minimum. Once started, the classroom renovation projects are expected to take between three to six consecutive months to complete. These renovations would not begin until spring 2027, at the earliest, and any plan for relocation of students would be developed with input from stakeholders.



Careers of tomorrow are in your hands, BC

In November, BCHS hosted its first workforce development fair for students, where they will learn about evolving technologies and advanced manufacturing opportunities in the Capital Region. These jobs offer growth potential and high pay. Student interest in skilled trades and manufacturing has been growing over the last several years. Pictured above is senior Nicholas Frost, who is studying Building Trades through Capital Region BOCES Career & Technical Education (CTE).



A grand slam for reading at Slingerlands

Fourth-grade students at Slingerlands recently celebrated the end of their reading unit by honoring the hero of the book they had just finished, *A Strong Right Arm: The Story of Mamie "Peanut" Johnson*. And how do you honor a professional baseball player who broke barriers and made history? With a baseball tournament, of course.



Salads for All Kids Day at BCMS

Delicious and nutritious, grown and harvested right at school. On Oct. 10, the BCMS Garden Club and the Healthy Kids Committee hosted the annual Salad for All Kids Day, where every student was able to enjoy a fresh-from-the-school-garden tossed salad.



BC Field Hockey team is Section 2 champion

The Bethlehem girls varsity field hockey team captured the Section II Class A championship on Sunday, Nov. 2, with a 1-0 victory over Guilderland. The win marks the program's second sectional title, and first since 2022. Team members are pictured above celebrating at a game on Oct. 15 when they toppled previously unbeaten Burnt Hills-Ballston Lake.



Elsmere making connections where music matters

Elsmere fourth-grade students, and 3-5th grade Connections students recently traveled to Proctors Theater in Schenectady to enjoy the Empire State Youth Orchestra's Young People's Concert, featuring Wings of Fire told through Tchaikovsky's fourth symphony. Thank you to the Elsmere PTA and the Bethlehem Music Association for making this memorable trip possible.



A smooth ride and a warm welcome at Eagle

Eagle Elementary School principal Dianna Reagan greets students arriving by bus. Bus drivers are still in high demand. Come and join our BC Transportation team. You can apply today!



BCHS opens school year with a carnival

Like a scene from the movie Grease, the high school opened the 2025-26 school year with a Back-to-School carnival featuring music, an inflatable obstacle course, pickleball, corn hole, sidewalk chalk art, and more. There was even a dunk tank, where students could dunk teachers and administrators. Teacher Thomas Maldonado is pictured bravely awaiting a pitch before making a big splash.



Hamagrael hits the spot

When longtime Hamagrael teacher Colleen Burns let it slip that she was planning to dress as Cruella de Vil for Halloween, her colleagues set a plan in motion to surprise her with costumes of their own, dressed as dozens of dalmations. They wowed their students with their creativity.



Weekend Backpack Program fights food insecurity

The district operates a Weekend Backpack Program, which provides a bag of nutritious snacks for up to 80 students every Friday during the school year. The program is organized by BCBS teacher and Student Senate advisor AG Irons (pictured). The Backpack Program is accepting monetary donations and collects food donations throughout the year. To donate, contact AG Irons by email at airons@bethlehemschools.org.



BCMS Principal Klugman wins NYS leadership award

At the 2025 New York State Association of Foreign Language Teachers (NYSFLT) annual conference, Bethlehem Middle School Principal Dr. Michael Klugman was presented with the Sister Rose Aquin Caimano Distinguished Administrator Award for outstanding leadership and support for foreign language learning at the middle school. Dr. Klugman is pictured left with BCMS teachers Shannon Lundgren, Tony Scott and Mike Mitchell. (Photo: NYSFLT)



Sounds of the Season coming to WMHT in December

On Nov. 4, the BCMS Select Choir visited the WMHT studios to record a performance for the public broadcasting channel's annual Music for the Holidays program. The group, led by BCMS choral director Mary Katherine Daly, will be featured on a program set to air several times beginning in mid-December and again on December 24 and December 25. The exact schedule and times will be listed on the district website at the beginning of December. Watch for those dates coming soon!



PROJECT LIST DETAILS BY BUILDING

Eagle Elementary School (Built 2008)

- Membrane roof replacement
- Parking lot improvements
- Window screen and balance replacement
- Repair/replacement of damaged windows casings & casework
- Replacement of stairwell treads
- Air Conditioning: Add to gym and cafeteria

Elsmere Elementary School (Built 1927)

- Library Media Center (LMC) renovation
- Classroom renovations (13 rooms)
- Fire alarm system replacement
- ADA ramp handrail replacement
- Bathroom renovations/upgrades
- Add fence and gate to play area
- New exit stairs to play area from cafeteria
- Boiler plant replacement
- Door replacements – cafeteria and gym
- Loading dock door replacement
- Storage door & frame replacement
- Air conditioning: Add to all 2nd-floor classrooms, gym, LMC and cafeteria

Glenmont Elementary School (Built 1957)

- Classroom renovations (11 rooms, including hallways & bathrooms)
- Fire alarm system replacement
- Exterior insulation repair
- Fifth-grade corridor abatement and reinsulation
- Window screen replacement
- Boiler room door replacement
- Gym door replacement
- Skylight repairs
- Air conditioning: Add to Library Media Center (LMC) and cafeteria efficiency

Hamagrael Elementary School (Built 1954)

- Classroom renovations (15 rooms)
- Main office renovation/expansion
- Gym/cafe renovations
- Art Room casework repair
- Stage floor refinishing
- Fire alarm system replacement
- Room 71 renovation to create a psychologist's office

- Door repair/replacements
- Front canopy refurbishment
- Skylight repairs
- Air conditioning: Add to Library Media Center (LMC) and cafeteria, health office, faculty room and data/technology closet)

Slingerlands Elementary School (Built 1940)

- Classroom renovations – 6 rooms
- Cafeteria and kitchen renovations
- Roof replacement where needed
- Eliminate steep grade from play area to fields
- Bathroom renovations
- Fire alarm system replacement
- Main corridor refurbishment
- Exterior canopy replacement
- Storage shed replacement
- Exterior window repair
- Window screen replacement
- Boiler plant replacement
- Boiler room masonry repair
- Door replacements
- Air conditioning: Add to Library Media Center (LMC) and gym

Bethlehem Central Middle School (Built 1932)

- Art room renovations
- Bathroom renovations
- Girls' Pool Locker Room renovations
- Main entrance wood door replacements
- Fire alarm system replacement
- Music room relocation from lower level
- Window screen replacement
- Roof replacement where needed
- Cafeteria folding partition replacement
- Tech Room flooring repairs
- Interior door replacements and repairs
- Serving line coiling door replacements
- Worn stair tread replacement

CAPITAL PROJECT VOTE

In-person voting at
BCHS in Gym A
Tuesday, Dec. 2 from
7 a.m. to 9 p.m.



- Pool ramp floor replacement
- Scoreboard and shot clock replacement – lower gym
- Science & Technology classroom new tables & chairs
- Elevator floor abatement and repair
- PE & Athletics renovations (pit area)
- Secondary boiler repair and replacement
- Dust collection system refurbishment
- Air conditioning: Add to all 2nd-floor classrooms, cafeteria, and upper and lower gyms



PROJECT LIST DETAILS BY BUILDING

Bethlehem Central High School (Built 1952)

- Computer Lab renovations
- Art room renovations (D225)
- D-Wing bathroom renovations
- Main Office renovations
- Public Announcement (PA) system upgrades
- Modernize D-Wing elevator
- Revamp existing F-Wing space for theater and music storage
- FACS classroom renovations
- Kiln room and photo lab repairs
- Bus lot and faculty parking lot repaving and striping
- Sidewalk repairs
- Gym C scoreboard/shot clock replacement
- Fence replacement around stadium & track

- Memorial Veterans' Flag Memorial refurbishment
- Field 5 storm structure improvements
- Window screen replacement
- Ventilation improvements (G122 to G127)
- Water heater upgrades
- B-Gym electrical panel replacement
- Data rack relocation
- Art room lighting improvements (D222, D224)
- Auto shop and wood shop repairs
- Roof replacement where needed
- Flooring abatement/replacement where needed
- Scoreboard replacement and shot clock addition at football stadium
- Exterior insulation system cleaning/painting
- Exterior door replacement at pool area

- Air conditioning: Add to all D-E Wing 2nd floor classrooms, cafeteria & gyms A, B, & C

Transportation Department

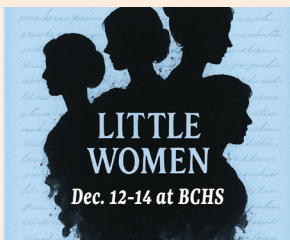
- Parking lot refurbishment
- Bus lift replacement in bus bay #7
- Bus parking drainage repairs
- Overhead door replacement
- Bathroom renovations
- Hot water heater replacement
- Electrical upgrades – bus wash

Operations & Maintenance Department

- Resurface parking lot and install washdown pad
- Install material coffer

EXPERIENCE THEATER AT BC

Hundreds of students will take to the stage in three upcoming shows at the high school and middle school. Save these dates and watch for more information on the district website at www.bethlehemschools.org. Don't miss out!



December 12-14, 2025

Little Women
BCHS Auditorium

January 15-18, 2026

Newsies JR.
BCMS Auditorium

March 26-29, 2026

Legally Blonde
BCHS Auditorium

Congratulations, National Merit Scholarship Semifinalists!

BCHS seniors Sophie Kobayashi Kelvin Li, Keiran McNay, and James Nalbhone have been named National Merit Scholarship Semifinalists. In addition to the four semifinalists, there were 15 National Merit commended students: Zakir Bakar, Shawn Chaney, Samuel Harwayne-Hymes, Lillian Kahn, Bhavya Kakarala, Maxim Kuperman, Val Kustov, Bridger Lewis, Jacob Lyubaro, Laurel Muench, Emily Murphy, Oliver Reichman, Rain Ross, Taim Sheikh Khaddour, and Taylor Steil. Congratulations to all!

District mourns longtime BCHS French Teacher Michele Atallah

The district is mourning the loss of longtime beloved educator Michele Atallah, who passed away on Nov. 2 2025, after a battle with cancer. Known for her commitment to excellence, Atallah was regarded for her love of teaching, her passion for the French language and culture, and her dedication to student growth both academically and personally. Known as Madame Atallah, she had been a French teacher at BC for more than 37 years at the time of her passing.

"Michele was among the most sincere and authentic individuals I have had the privilege of knowing," said Superintendent Jody Monroe. "A fierce protector of public schools, a sounding board for colleagues, and a shoulder to lean on for countless students, Madame Atallah gave more than she took in everything she did. She was deeply committed to making this world a better place, and the world is a better place because of her."

BCHS principal David Doemel, Jr. said Atallah was extremely popular with students and staff.

"She brought unmatched energy to the high school every year, and was rewarded for it with the deepest respect of students, colleagues and one grateful principal," said Principal Doemel.

"At the high school, we encourage students and staff to 'Be the change they want to see in the world,'" said Doemel. "No one had to look much further than Room D130 for that inspiration. Madame's legacy will be that inspiration now."

Michele Atallah is survived by her husband, George, and two children, Leila and Tarek.



Michele Atallah, above right, as a graduation marshal in 2023



700 Delaware Avenue, Delmar, New York 12054

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2025 Capital Project — Vote on Tuesday, Dec. 2

Modernizing mid-century classrooms for the 2030s and beyond

Classroom renovations are top priorities in the proposed capital project. More than 50 classrooms across the district would receive significant upgrades. Other areas, including libraries and cafeterias in older buildings, are scheduled for updates in the proposed capital project:

- **Elsmere Elementary School** (Built 1927) — 13 classrooms, Library Media Center (LMC)
- **Glenmont Elementary School** (Built 1957) — 11 classrooms and a hallway
- **Hamagrael Elementary School** (Built 1954) — 15 classrooms, cafeteria/gym
- **Slingerlands Elementary School** (Built 1940) — 6 classrooms, cafeteria and kitchen
- **BCMS** (Built 1932) — Three art classrooms, "pit" area renovations, relocation of a music room
- **BCHS** (Built 1952) — Technology classrooms, a large art room. and a Family & Consumer Science (FACS) room. Also, auto shop, wood shop, kiln room and photo lab repairs.
- **Eagle Elementary School** (Built 2008) — No classroom renovations needed.

The last significant changes to the elementary classrooms took place between the 1950s and 1970s. A detailed list of all school projects can be found on pages 6-7.

To vote, you must be at least 18 years old, a U.S. citizen and a BCSD resident for at least 30 days prior to the vote. Absentee and early voting ballots will be available from the District Clerk.

Scan the QR code below or visit bethlehemschools.org for more information



VOTE INFORMATION

Elementary attendance zones could change in 2026-27

To address disparity in enrollment at the elementary schools, the Board of Education will consider changes to elementary attendance zone boundaries. Recent enrollment trends have resulted in steep declines in student enrollment at Elsmere, Hamagrael and Slingerlands, while Eagle and Glenmont are at or near capacity. To alleviate overcrowding at Glenmont and Eagle, and maintain smaller K-5 class sizes, a committee of stakeholders — including administrators, teachers, and parents — has been working with a consultant, Tyler Technologies, to review enrollment data and neighborhood maps. The consultant is expected to present proposed boundary changes to the Board in December or January. Stay up-to-date by visiting bethlehemschools.org or scan the QR code.



ZONES UPDATES



CAPITAL PROJECT VOTE IS TUESDAY, DEC. 2

- Proposition amount: Not to exceed \$60,000,000
- Renovations to 1950s & 1970s elementary classrooms
- Air Conditioning for school "hot spots" and common areas
- Infrastructure maintenance for long-term durability, safety