

IN SUDBURY SELECT BOARD

TUESDAY JANUARY 20, 2026

Remote

7:00 PM

ZOOM

(Meeting can be viewed at [www.sudburytv.org](http://www.sudburytv.org))

Present: Chair Lisa Kouchakdjian, Vice-Chair Janie Dretler, Select Board Member Dan Carty, Select Board Member Charles Russo, Select Board Member Radha Gargeya, Assistant Town Manager/Finance Director Victor Garofalo, Town Manager Andrew Sheehan

Chair Kouchakdjian called the meeting to order at 7:00 PM.

Roll call: Dretler-present, Carty-present, Russo-present, Gargeya-present, Kouchakdjian-present

**Opening Remarks by Chair**

- Announced Select Board Office Hours on January 21<sup>st</sup> at noon, with Board Member Russo and herself
- Encouraged residents to run for Town offices; last day to pull nomination papers is 2/5 and to be submitted to Town Clerk's Office by 2/9 with signatures
- Looking forward to attending MMA (MA Municipal Conference) beginning Thursday

**Town Manager Reports**

- FY27 Budget development process has begun; Operating and Capital budgets will be presented to the Select Board by 1/31
- Expecting initial State budget guidance at the MMA Conference
- Issued revised budget guidance for Town's three cost centers with 3.75% increase
- Will be discussing budgets at 2/3 meeting; Capital Night (joint meeting with FinCom and CIAC) scheduled for 2/23 and FY27 Budget Hearing to take place on 3/2

**Select Board Reports**

Vice-Chair Dretler:

- Continued cold weather and thanked Town for good work with cleaning roads and walkways
- Thanked Finance Director and Town Manager for working with the SPS School Committee

Board Member Carty:

- Acknowledged that it was fitting that DEI is meeting with the Select Board tonight in consideration of the timeliness with Martin Luther King Day as it traditionally is considered a day of service.

Board Member Gargeya:

- Announced he would be attending the MMA (MA Municipal Association) Conference for the first time
- Concurred temperatures are very cold and cautioned those who use space heaters to be careful
- Recognized remembering Martin Luther King yesterday; on 1/16 he and Board Member Russo attended the MLK Shabbat Rinah at Congregation Beth El; on 1/22 International Holocaust Remembrance Day to be led by Rabbi Joshua Breindel from Congregation Beth El – Select Board Members would receive invitations to that event and museum is free that day
- Announced several 250<sup>th</sup> Anniversary events - on 1/25 there will be a presentation of the Noble Artillery Train that moved ammunition and cannons from Fort Ticonderoga to Dorchester Heights in 1776. The presentation will be by Steve Glovsky at the Martha Mary Chapel on Sunday, 1/25 at 4:00 PM and at approximately 5:15 PM there will be live firing of cannon; on 2/15 at 4:00 PM there will be a presentation on the history of the Wayside Inn presented by Brian Plum at the Fairbank Community Center

Board Member Russo:

- Acknowledged that the MLK remembrance Shabbat Rinah service “Let Freedom Ring” at Congregation Beth El was moving and wonderful and the Interfaith Choir excellent – Martin Brauer did great work at the Holocaust remembrance, noting that the Heritage Museum reflects important work
- Noted that in consideration of rising energy costs, a related webinar is taking place now as sponsored by the Green Energy Consumer Alliance with information on the Town webpage
- Stated he would be attending the MMA conference, noting that one of the speakers will be Sudbury’s Town Meeting Moderator Katie McHugh, MMA Deputy Director

### **Public Comment**

Resident Ralph Tyler, One Deacon Lane, hopes the Town and the Petitioners can work together on Article 9 of the Town Meeting Warrant. He mentioned proposed language associated with the article, adding that words such as “trails” and “residential walkways” seemed to be better terms. Mr. Tyler mentioned funding options and asked that the Article be presented on the second night of Town Meeting in May.

Resident Len Simon, 40 Meadowbrook Circle, thanked the Town for forming a Liberty Ledge-Sewataro Subcommittee and applauded the Select Board Members who voted to advance it. He noted that the first meeting of the Subcommittee was comprehensive and thorough and presented great information about what other towns have done regarding land use.

Resident Alicia Carrillo, 68 Basswood Avenue, spoke of Liberty Ledge and thanked the Board for advancing the formation of the related subcommittee. She stated that long-term visioning was necessary and suggested going beyond a finite subcommittee number and to involve other Town departments.

Ms. Carrillo stated that she had attended the Sherman's Bridge visionary workshop in October and was glad to see that resident feedback is now being considered; and participants would share related comments with DPW Director Tina Rivard and Town Manager Sheehan. She directed the public to the Friends of Sherman's Bridge webpage and the Town website.

### **Consent Calendar**

**1. Vote to grant a one-day Wine & Malt license to Sudbury Meeting House, to accommodate a Southern Rail Concert Fundraiser on Saturday, January 31, 2026 from 6:00 PM to 9:00 PM at First Parish of Sudbury, 327 Concord Road, subject to the use of a TIPS-trained bartender and a receipt of a Certificate of Liability insurance.**

**2. Disclosure of Engineering Union Collective Bargaining Agreement**

**3. Approve Determination and Consent Pursuant to the Rules of Professional Conduct Governing Members of the Massachusetts Bar relative to KP Law's review of proposed revisions to the Lincoln Sudbury Regional School Agreement.**

**4. Review and vote designating Pelham Island Road, Landham Road, and Woodside Road as the U.S. Bicycle Route 1 through Sudbury.**

**5. Vote to accept the Declaration of Restrictive Covenant and Grant of Easement regarding Stormwater Management System for the property at 7 Fox Hill Drive subject to the Stormwater Management Permit issued for the property.**

Board Members agreed to discuss Consent Calendar items 3 and 4 later in the meeting.

Vice-Chair Dretler motioned to approve Consent Calendar items 1, 2 and 5, as presented in tonight's agenda packet. Board Member Carty seconded the motion.

It was on motion 5-0; Carty-aye, Dretler-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: To approve Consent Calendar items 1, 2 and 5, as presented in tonight's agenda packet

**6. Vote to determine if Earth Removal Board Member Bill Ray can act impartially in a matter in which he is determined to have a conflict of interest, per Massachusetts Ethics Law**

Present: Bill Ray, Earth Removal Board Member; Adam Burney, Director of Planning and Community Development

Mr. Ray stated he could act as an impartial Board Member and would be pleased to participate, as needed.

Town Manager Sheehan stated that the Earth Removal Board needed two additional members; as other members had conflict issues.

Mr. Burney confirmed that the existing two members have conflict, and Mr. Ray is an abutter to the project in consideration; the Earth Board has been seeking two additional members since October.

Board Member Russo inquired about the proposed project. Mr. Burney responded that Planning had granted a stormwater permit and the project involves removal/grading of an existing mound of dirt which has been there for a long time and inside the Sudbury line. He explained that a removal permit would be required in order to alter the area where the mound is.

Vice-Chair Dretler asked about the approximate size of the mound. Mr. Burney confirmed the mound was 500 square feet. Town Manager Sheehan provided a graph of the site, adding that most of the substation is located in Maynard.

Board Member Gargeya asked if there would be traffic interruption. Mr. Burney commented that Eversource noted that most traffic would be going through Maynard.

Board Member Russo noted that Mr. Ray had been on the Earth Removal Board for many years and thanked him for wanting to remain on the Board.

Board Member Carty thanked Mr. Ray for his service and advocated for a change in the Earth Removal Board voting quorum to reflect a three-of-five member majority.

Board Member Russo motioned to determine that Bill Ray can act impartially regarding the matter at hand at Cranberry Circle. Board Member Gargeya seconded the motion.

It was on motion 3-1-1; Russo-aye, Gargeya-aye, Carty-no, Dretler-abstain, Kouchakdjian-aye

VOTED: To determine that Bill Ray can act impartially regarding the matter at hand at Cranberry Circle

**7. Interview candidate for appointment to the Earth Removal Board. Following interview, vote to appoint Kirsten Roopenian of 45 Harness Lane, to the Earth Removal Board to serve the balance of a one-year term that expires on May 31, 2026**

Present: Resident Kirsten Roopenian

Ms. Roopenian stated she stepped up because currently the Earth Removal Board lacks a quorum and she was familiar with the nature of the project and did view the site. She stated that she would be happy to serve on the Board until May.

Board Members agreed that Ms. Roopenian would be a qualified addition to that Board. It was also noted that Ms. Roopenian would be fulfilling Jeffrey Rose's term.

Vice-Chair Dretler motioned to appoint Kirsten Roopenian of 45 Harness Lane, to the Earth Removal Board to serve the balance of a one-year term that expires on May 31, 2026. Board Member Carty seconded the motion.

It was on motion 5-0; Carty-aye, Dretler-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: To appoint Kirsten Roopenian of 45 Harness Lane, to the Earth Removal Board to serve the balance of a one-year term that expires on May 31, 2026

**8. Joint meeting with the Diversity, Equity, and Inclusion Commission (DEIC). DEIC to provide update**

Present: Co-Chair Janine Taylor, Co-Chair Safa Khan, Isaac Tesfay, Kim Lezak

Ms. Taylor presented the updated DEI report and announced DEI participation in a regional workshop with several communities, “Building Connections – Effective Tools for Community Conversations”) with two sessions to be held on March 1 and March 8, 3:00 PM to 4:30 PM. Ms. Taylor noted that 25 seats have been allocated to Sudbury and she extended invitations to Select Board members, Chief of Police, Human Resource Director, Town Manager, Town Social Worker, School Superintendents, Chairs of Sudbury School Committees, member James Goudie, COD liaison Elizabeth Struck, Goodnow Library Director, Member of Sudbury Pride, Member from Sudbury Social Justice and Member from Sudbury Interfaith Clergy Association.

Ms. Taylor presented a proposed essay composition for LSRHS students and other youths who reside in Sudbury, with the essay theme being related to community social/racial justice. She provided detail regarding awards for contestants and asked if ARPA funding could be provided for the awards.

Members discussed essay competition funding. Board Member Gargeya mentioned the student 250<sup>th</sup> essay contest and associated three winners, which was and open to all Sudbury residents, whether they attended Sudbury schools or not. He indicated that ARPA funding would be good.

Vice-Chair Dretler asked if ARPA funding would be appropriate. Town Manager Sheehan stated he would not be able to provide an answer to such funding tonight. Mr. Garofalo indicated the proposal might not be ARPA-eligible.

Members discussed other potential funding sources as well, including fund-raising possibilities.

Board Member Gargeya motioned that the Select Board repurpose a certain amount of ARPA money up to \$900.00 for the DEI essay contest, pursuant to it being legal. Board Member Carty seconded the motion.

It was on motion 4-0-1; Dretler-abstain, Carty-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: That the Select Board appropriate a certain amount of ARPA money up to \$900.00 for the DEI essay contest, pursuant to it being legal.

**9. Discussion and possible vote on DEI Commission’s Mission Statement**

Ms. Taylor stated that she would consider related suggestions from the Board regarding a DEI mission statement, especially in consideration of new DEI members.

Related discussion took place and included advisory role conservation. Members discussed related advisory language.

Ms. Taylor commented that she was fine with reducing the number of DEI members.

Select Board Members were in agreement with the Select Board continuing to serve in the DEI advisory role.

Vice-Chair Dretler motioned to approve the amendment of the DEI Commission Mission Statement, as amended with seven (7) members and other language changes. Board Member Carty seconded the motion.

It was on motion 5-0; Carty-aye, Dretler-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: To approve the amendment of the DEI Commission Mission Statement, as amended with seven (7) members and other language changes.

**12. Discussion of Potential 2026 Annual Town Meeting Warrant Articles; vote on articles sponsored by the Board and vote to authorize Town Manager to submit articles on Board's behalf**

Town Manager Sheehan confirmed that the Warrant would close on 1/30 at noon, with publication slated for February.

Hearing Reports Article

Vice-Chair Carty motioned to sponsor the Hearing Reports Article. Board Member Russo seconded the motion.

It was on motion 5-0; Carty-aye, Dretler-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: To sponsor the Hearing Reports Article

FY27 Stabilization Fund

Board Member Carty motioned to sponsor the FY27 Stabilization Fund. Board Member Russo seconded the motion.

It was on motion 5-0; Carty-aye, Dretler-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: To sponsor the FY27 Stabilization Fund

General Bylaw Article Chapter 11

Board Member Russo motioned to place the General Bylaw Chapter 11 on the Town Warrant. Vice-Chair Dretler seconded the motion.

It was on motion 4-1; Carty-no, Dretler-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: To place the General Bylaw Chapter 11 on the Town Warrant

Transportation Article

Board Member Carty motioned to place the Transportation Article on the Town Warrant. Board Member Dretler seconded the motion.

It was on motion 5-0; Carty-aye, Dretler-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: To place the Transportation Article on the Town Warrant

#### Vocational Education Fund

Board Member Carty motioned to place the Vocational Education Fund Article on the Town Warrant. Board Member Russo seconded the motion.

It was on motion 5-0; Carty-aye, Dretler-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: To place the Vocational Education Fund Article on the Town Warrant

Chair Kouchakdjian suggested drafting a letter to the area vocational schools with Town Manager Sheehan. Board Members agreed.

#### Funding for Liberty Ledge/Sewataro Study.

Board Member Russo commented that the subcommittee assignment had not been completed. Vice-Chair Dretler responded that a vote by the Board would serve as a placeholder.

Vice-Chair Dretler motioned to place the Funding for Liberty Ledge/Sewataro Study Article on the Town Warrant. Board Member Gargeya seconded the motion.

It was on motion 3-2; Carty-no, Dretler-aye, Gargeya-aye, Russo-no, Kouchakdjian-aye

VOTED: To place the Funding for Liberty Ledge/Sewataro Study Article on the Town Warrant

#### Sidewalk Stabilization Fund (Proposed by Board Member Russo)

Board Member Russo motioned to add to the Sidewalk Stabilization Fund Article to the Town Warrant. Board Member Carty seconded the motion.

Vice-Chair Dretler asked Board Member Russo if he worked with Town Manager and Finance Director regarding the proposed article. Board Member Russo responded not. Vice-Chair Dretler recommended that discussion continue regarding the proposed article. Board Member Carty commented that voting the article could be used as a placeholder.

It was on motion 2-3; Carty-aye, Dretler-no, Gargeya-no, Russo-aye, Kouchakdjian-no

VOTED: To not add the Sidewalk Stabilization Fund Article to the Town Warrant

Board Members concurred that consideration of the Dog Bylaw should be handled by Staff.

#### **10. Sudbury 250<sup>th</sup> Committee Update**

Board Member Gargeya reviewed the “Sudbury 250 Committee,” “Sudbury 250 Resolution” and a proposal to include the voice of the Town at Town Meeting in May. Board Member Carty suggested that the voiced reading take place at the beginning of Town Meeting.

Members reviewed presented language. All Members were in favor of the reading at Town Meeting.

Vice-Chair Dretler motioned to place the Sudbury 250 Resolution on the Town Warrant. Board Member Carty seconded the motion.

It was on motion 5-0; Carty-aye, Dretler-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: To place the Sudbury 250 Resolution on the Town Warrant

### **11. Discuss and vote to approve Board and Committee Handbook**

Members agreed to postpone review to the next meeting

### **13. Update on Town Forum**

Vice-Chair Dretler announced that Adam Burney will be Staff lead at the Open Space Forum and Staff from the Board of Health and Conservation will be on the panel.

The Forum is scheduled for Thursday, February 26<sup>th</sup> at 7:00 PM, via remote mode.

### **14. Liberty Ledge/Sewataro Subcommittee update and discussion regarding next steps**

Board Member Carty mentioned that the Subcommittee was off to a good start and he would be making additions, and including associated finance aspects such as costs, revenues, maintenance, ADA accessibility and comparisons to other sites in Town. He stressed that the subcommittee charge was to prepare information for the Select Board. He questioned public comment in subcommittees and recommended not to include public comment. Vice-Chair Dretler stated that she was inclined to include public comment to keep it as transparent as possible.

Board Members discussed the public comment aspect.

Vice-Chair Dretler motioned to allow public comment at the Subcommittee meetings. Board Member Gargeya seconded the motion.

It was on motion 3-2; Carty-no, Dretler-aye, Gargeya-aye, Russo-no, Kouchakdjian-aye

VOTED: To allow public comment at the Subcommittee meetings

### **15. Designate Select Board member or staff to prepare Annual Town Report**

Town Manager Sheehan volunteered to complete the Annual Town Report.

### **16. Discuss topic assignments for Winter Municipal Update Newsletter**

Vice-Chair Dretler – Article on Liberty Ledge

Board Member Carty – Article on Liberty Ledge

Board Member Russo – Carding Mill Building and dam article

Board Member Gargeya – SPS art by students article

Chair Kouchakdjian – Curse of the Bambino article

### **17. Review and Approve Minutes**

**10/22/25**

Vice-Chair Dretler motioned to approve the 10/22/25 Minutes, as edited. Board Member Carty seconded the motion.

It was on motion 5-0; Carty-aye, Dretler-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: To approve the 10/22/25 minutes, as edited

**11/4/25**

Vice-Chair Dretler motioned to approve the 11/4/25 Minutes, as edited. Board Member Carty seconded the motion.

It was on motion 5-0; Carty-aye, Dretler-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: To approve the 11/4/25 minutes, as edited

**11/12/25**

Vice-Chair Dretler motioned to approve the 11/12/25 Minutes, as presented. Board Member Carty seconded the motion.

It was on motion 5-0; Carty-aye, Dretler-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: To approve the 11/12/25 minutes, as presented

**12/9/25**

Vice-Chair Dretler motioned to approve the 12/9/25 Minutes, as edited. Board Member Carty seconded the motion.

It was on motion 5-0; Carty-aye, Dretler-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: To approve the 12/9/25 minutes, as edited

### **18. Upcoming Agenda Items**

On 2/4/26 Meeting:

Handbook – 2/4

Sustainable Sudbury resolution – used paint program - Paint Recovery Resolution

Update from Energy and Sustainability

Overview of CPC Articles

Counsel Contract renewal

**Consent Calendar items**

#3 and #4

Item #3 - Chair Kouchakdjian confirmed that both Lincoln and Sudbury are represented by KP Law, which could be conflictive. Vice-Chair Dretler added that a different legal representative was secured for Sudbury.

Chair Kouchakdjian commented that the Board must decide if they want to continue with KP Law services. Town Manager Sheehan suggested postponing that discussion to the February 3<sup>rd</sup> meeting.

Item #4 – Board Member Carty indicated that safety aspects were not mentioned in the agenda item. Town Manager Sheehan agreed to reach out to Public Safety regarding this item and continue this conversation to an upcoming meeting.

**Adjourn**

Vice-Chair Dretler motioned to adjourn the Select Board meeting. Board Member Carty seconded the motion

It was on motion 5-0; Carty-aye, Dretler-aye, Gargeya-aye, Russo-aye, Kouchakdjian-aye

VOTED: To adjourn the Select Board meeting

There being no further business, the meeting ended at 11:55 PM.