

IN SUDBURY SELECT BOARD
EXECUTIVE SESSION
TUESDAY DECEMBER 2, 2025

Present: Chair Lisa Kouchakdjian, Vice-Chair Janie Dretler, Select Board Member Daniel Carty, Select Board Member Charles Russo, Select Board Member Radha Gargeya, Town Manager Andrew Sheehan, Recording Secretary Deb Takacs

Call To Order

At 10:47 PM, Chair Kouchakdjian called the Executive Session meeting to order.

Roll Call: Kouchakdjian-present and alone, Carty-present and alone, Dretler-present and alone, Russo-present and alone, Gargeya-present and alone, Sheehan-present and alone, Takacs-present and alone.

Vote to enter Executive Session to conduct strategy session in preparation for negotiations with nonunion personnel and/or to conduct contract negotiations with nonunion personnel, namely the Town Manager, pursuant to General Laws chapter 30A, §21(a)(exception 2); and pursuant to G.L. c. 30A, § 21(a)(7) to review and approve executive session meeting minutes “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (Purpose 7)

Vice-Chair Dretler motioned to enter Executive Session to conduct strategy session in preparation for negotiations with nonunion personnel and/or to conduct contract negotiations with nonunion personnel, namely the Town Manager, pursuant to General Laws chapter 30A, §21(a)(exception 2); and pursuant to G.L. c. 30A, § 21(a)(7) to review and approve executive session meeting minutes “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (Purpose 7). Board Member Carty seconded the motion.

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

VOTED: To enter Executive Session to conduct strategy session in preparation for negotiations with nonunion personnel and/or to conduct contract negotiations with nonunion personnel, namely the Town Manager, pursuant to General Laws chapter 30A, §21(a)(exception 2); and pursuant to G.L. c. 30A, § 21(a)(7) to review and approve executive session meeting minutes “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (Purpose 7)

Town Manager referenced the “Employment Agreement Between The Town of Sudbury And Andrew J. Sheehan, The Town Manager” draft. He provided several modifications to the proposed Agreement:

SECTION III: TERM

- To amend proposed language “This Agreement shall have a term of three years, beginning July 1, 2026 and expiring June 30, 2029,” to “This Agreement shall have a term of three years, beginning January 1, 2026 and expiring December 31, 2028.”

- **SECTION IV: TERMINATION & SEVERANCE PAY – SECTION C**
To be added to Section C: “The Town Manager shall provide a minimum of (180) days’ written notice in advance in the event of retirement,” to reflect associated change in Agreement term dates and a difference of six (6) months.
- **SECTION V: RE-APPOINTMENT**
“The Board and the Town Manager shall notify each other in writing of their intent to renew the contract no later than October 31, 2028.”
- **SECTION VI: BASE SALARY - COMPENSATION**
Town Manager Sheehan proposed Agreement language to indicate that effective January 1, 2026 Town Manager’s salary will increase \$10,000 per year.
- **SECTION VIII: GOALS & OBJECTIVES – SECTION B**
Town Manager Sheehan noted that the 360 Degree Assessment Agreement language could be further streamlined as referenced in a local community Town Management Agreement. Board Members agreed to review such language as suggested by Town Manager Sheehan.

Board Member Gargeya commented that the Board sought to finalize the Agreement to include fiscal year date terms. Town Manager noted that because the Agreement was restricted to a three-year Agreement, implementing a fiscal year schedule was not viable.

Board Members reviewed the remainder of the draft Agreement with Town Manager Sheehan.

Town Manager Sheehan left the meeting at 10:58 PM.

Board Members agreed to the two main points (increase in salary and date terms), as described and requested by Town manager Sheehan.

Vice-Chair Dretler motioned to accept edits to the “Employment Agreement Between The Town of Sudbury And Andrew J. Sheehan, as presented by Town Manager Sheehan. Board Member Russo seconded the motion.

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

VOTED: To accept edits to the “Employment Agreement Between The Town of Sudbury And Andrew J. Sheehan,” as presented by Town Manager Sheehan

Chair Kouchakdjian confirmed she would make the appropriate amendments to the Agreement, as voted by the Board this evening in preparation for Board ratification and vote at the December 16, 2025 Select Board open session meeting.

Town Manager Sheehan rejoined the Select Board Executive Session meeting at 11:07 PM.

Review of Executive Session Minutes

It was noted that Executive Session Minutes of 12/21/21, 1/4/22 and 1/24/22 had been approved.

Vice-Chair Dretler motioned to release the Executive Session Minutes of 12/21/21, 1/4/22 and 1/24/22. Board Member Carty seconded the motion.

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

VOTED: To release the Executive Session Minutes of 12/21/21, 1/4/22 and 1/24/22

2/25/25

Vice-Chair Dretler motioned to approve and release Executive Session Minutes of 2/25/25. Board Member Carty seconded the motion.

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

VOTED: To approve and release Executive Session Minutes of 2/25/25

2/4/25

Vice-Chair Dretler motioned to approve and release Executive Session Minutes of 2/04/25. Board Member Carty seconded the motion.

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

VOTED: To approve and release Executive Session Minutes of 2/04/25

3/25/25

Vice-Chair Dretler motioned to approve and release Executive Session Minutes of 3/25/25. Board Member Carty seconded the motion.

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

VOTED: To approve and release Executive Session Minutes of 3/25/25

5/7/24

Vice-Chair Dretler motioned to approve and release Executive Session Minutes of 5/07/24. Board Member Carty seconded the motion.

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

VOTED: To approve and release Executive Session Minutes of 5/07/24

8/12/25

Vice-Chair Dretler motioned to approve and release Executive Session Minutes of 8/12/25. Board Member Carty seconded the motion.

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

VOTED: To approve and release Executive Session Minutes of 8/12/25

Board Member Carty left the meeting at 11:14 PM.

Vice-Chair Dretler motioned to approve and release Executive Session Minutes of 3/30/16, 3/30/17, 6/7/17, 6/1/21, 9/7/16 and 11/30/16 as edited. Board Member Russo seconded the motion.

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

VOTED: To approve and release Executive Session Minutes of 3/30/16, 3/30/17, 6/7/17, 6/1/21, 9/7/16 and 11/30/16, as edited

Vote to close Executive Session and not resume in Open Session.

Vice-Chair Dretler motioned to close Executive Session and not resume in Open Session. Board Member Russo seconded the motion.

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

VOTED: To close Executive Session and not resume in Open Session

The Select Board Executive Session was adjourned at 11:20 PM.