

IN SUDBURY SELECT BOARD
TUESDAY DECEMBER 16, 2025
7:00 PM – HYBRID MEETING
TOWN HALL, LOWER LEVEL
322 CONCORD ROAD, SUDBURY MA 01776
(Meeting can be viewed at www.sudburytv.org)

Present: Chair Lisa Kouchakdjian, Vice-Chair Janie Dretler, Select Board Member Dan Carty, Select Board Member Charles Russo (Remotely), 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, Gargeya-present, Russo-present, Kouchakdjian-present

Opening Remarks by Chair

- Select Board Office hours on 12/17/25; hosted by Board Members Carty and Gargeya
- Thanked Staff and volunteers for their work at the Sudbury Holiday Village; she and Board Member Gargeya were covering the Select Board table

Reports from Town Manager

- Announced Menorah lighting at Town Hall tomorrow evening at 7:00 PM
- Recent posting of Park & Recreation Department Director; creation of Department of Health and Services
- Thanked all for participating in the Sudbury Holiday Village

Reports from Select Board

Vice-Chair Dretler

- In light of recent tragedy, a difficult time for the Jewish community and her family
- Town Forum to be scheduled for mid-February; discussion to follow at future meeting

Board Member Gargeya

- Acknowledged success and good turnout at the recent Sudbury Holiday Village. He was present at the Select Board table, the first time for such a table, with Chair Lisa Kouchakdjian and at the Sudbury 250 table with Jan Hardenbergh and John Neuhauser.
- Confirmed he and Board Member Carty will be conducting Select Board Office Hours on 12/17 at 7:00 PM
- Lighting of Menorah at Town Hall tomorrow at 5:00 PM; most important this year and sends a resounding message that our community stands united given the horrific attack in Australia

Board Member Carty

- Hoping for good turnout for the Menorah lighting event tomorrow
- Town Election taking place today
- Wished all peaceful holidays

Board Member Russo

- Extended well wishes for happy holidays to all
- Noted the Sudbury Holiday Village was a great success

Public Comments

Resident Ralph Tyler, One Deacon Lane, spoke of the walkways/sidewalks Citizen's Petition Article and was pleased to see some progress at the recent Special Town Meeting, with the Article being revised for Annual Town Meeting in May. He stressed improved safety for all ages with the advancement of additional sidewalks.

Resident Manish Sharma, 77 Colonial Road, expressed his gratitude to Town Manager Sheehan in handling Eversource aspects. He stressed that roofing material costs have risen exponentially, and requested that explanation be provided regarding such costs and estimates. Mr. Sharma stated that he supports the Jewish community in consideration of recent events.

Resident Len Simon, 40 Meadowbrook Circle, thanked the Select Board and Staff for advancing live Select Board meetings, which is very important for the community.

Consent Calendar

1. Vote to accept the Declaration of Restrictive Covenants and Grant of Easement regarding Stormwater Management System for the property at 86-92 Boston Post Road subject to the Stormwater Management Permit issued for the property.

2. Vote to grant a Special Permit to the Sudbury Companies of Minute and Militia, to hold the annual Parade to Commemorate Patriot's Day on Sunday, April 19, 2026, from 6:00 AM through approximately 7:45 AM, subject to Police Department safety requirements, proof of insurance coverage and the assurance that any litter will be removed at the parade's conclusion.

3. Vote to renew the current Sunday Entertainment License for Bullfinch's, Inc., d/b/a Bullfinch's Restaurant, 730 Boston Post Road, for a live jazz trio, quartet, or quintet from 11:00 a.m. to 2:00 p.m. for the period of December 17, 2025 to December 31, 2026.

4. Vote, as the Licensing Authority for the Town of Sudbury, to renew the Alcoholic Beverages, Common Victualler and Entertainment licenses until December 31, 2026, and the Motor Vehicle Classes 1, 2, and 3 licenses until January 1, 2027, as shown on the attached lists.

5. Vote to declare various items from the Library, Senior Center, Public Works, Fire, and Human Resources Departments (as presented) be surplus material and authorize the removal and disposal of the material by sale through auction or bidding in accordance with Massachusetts procurement laws; and further to authorize the execution of any documentation required thereof.

Vice-Chair Dretler motioned to approve Consent Calendar Items 1 through 5, as presented in the Select Board meeting packet. 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 Consent Calendar Items 1 through 5, as presented in the Select Board meeting packet.

Miscellaneous

6. Vote to appoint Gabriel Ciccariello of 9 Willis Road, to the Sudbury Housing Trust to serve the balance of a two-year term which began on June 1, 2025 and expires on May 31, 2027

Present: Gabriel Ciccariello, 9 Willis Road

Mr. Ciccariello detailed that he had been working with housing programming for some 25 years and is looking forward to being a member of the Sudbury Housing Trust. He stressed the critical need for housing in the entire country, as well as in Sudbury.

Vice-Chair Dretler confirmed that the Housing Trust voted unanimously for the appointment of Mr. Ciccariello as member of the Housing Trust.

Board Member Gargeya thanked Mr. Ciccariello for sharing his extensive experience and asked about related priorities. Mr. Ciccariello responded that he would strive for increased affordable housing and other related options for the Town.

Board Member Carty asked Mr. Ciccariello about his housing redevelopment experience. Mr. Ciccariello mentioned his experience with the Medford Housing Authority and the Section 8 platform and was successful in obtaining added subsidies from Federal funding.

Board Member Russo thanked Mr. Ciccariello for bringing his experience to the Sudbury Housing Trust.

Vice-Chair Dretler motioned to appoint Gabriel Ciccariello of 9 Willis Road, to the Sudbury Housing Trust to serve the balance of a two-year term which began on June 1, 2025 and expires on May 31, 2027. Board Member Carty seconded the motion.

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

VOTED: To appoint Gabriel Ciccariello of 9 Willis Road, to the Sudbury Housing Trust to serve the balance of a two-year term which began on June 1, 2025 and expires on May 31, 2027.

7. Vote to appoint Kimberly Lezak of 246 Raymond Road, to the Sudbury Diversity, Equity, and Inclusion (DEI) Commission to serve the balance of a two-year term which began on June 1, 2025 and expires on May 31, 2027.

Present: Kimberly Lezak, 246 Raymond Road

Ms. Lezak stated that she wants to help Sudbury be an inclusive Town; she noted she and her family had been welcomed to the Town in 2018 and has experience in public health as a clinician.

Board Member Russo thanked Ms. Lezak for her willingness in sharing her experience with Sudbury DEI.

Vice-Chair Dretler confirmed that she watched the DEI interview with Ms. Lezak and stated that the skill set that she would bring to DEI would be valuable.

Board Member Carty asked Ms. Lezak how she found out about the DEI vacancy. Ms. Lezak stated she found the advertised listing on the Town website.

Board Member Gargeya thanked Ms. Lezak for volunteering and asked her what she would want to bring to DEI. Ms. Lezak stated that she wished to bring the spirit of inclusion to the DEI Commission.

Vice-Chair Dretler motioned to appoint Kimberly Lezak of 246 Raymond Road, to the Sudbury Diversity, Equity, and Inclusion (DEI) Commission to serve the balance of a two-year term which began on June 1, 2025 and expires on May 31, 2027. Board Member Carty seconded the motion.

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

VOTED: To appoint Kimberly Lezak of 246 Raymond Road, to the Sudbury Diversity, Equity, and Inclusion (DEI) Commission to serve the balance of a two-year term which began on June 1, 2025 and expires on May 31, 2027

8. Town Manager Report on Camp Sewataro

Town Manager Sheehan presented the “Camp Sewataro Report and Recommendation,” dated December 16, 2025. He noted that the Board voted that he review the current agreement (expiring in 2027) with Camp Sewataro, LLC by a vote of 3-2 taken by the Board Members in September, 2025, and to also consider other possible options for the site.

Town Manager Sheehan confirmed that Camp Sewataro produces revenue for the Town, but does not cover the full debt service. He stated that after the debt is paid off in 2041 any revenue that is generated from the property, less the carrying costs, becomes profit to the Town. He provided history and other information associated with the Camp which was acquired by the Town from a previous long-time Camp Sewataro operator in 2019 for \$11.3 million with a stated purpose of open space, recreation, preservation, and other municipal purposes generally, not specifically, enunciated. The purchase was approved at the 2019 Sudbury Town Meeting by a two-thirds vote followed by a ballot vote to exclude the debt from Proposition 2 ½. Town Manager Sheehan confirmed the Camp is now in the 3rd year of a 5 year term that expires on 9/9/27. He noted that 2025 revenue share to the Town totals \$328,584 and FY26 debt reflects \$731,763.00.

Town Manager Sheehan stated the camp operator provided background on other benefits to the Town. He said he hadn't verified the information but stated he had no reason to doubt their accuracy.. The camp operator identified other benefits totaling \$491,261.00 in maintenance and property improvements,

property insurance coverage, camp scholarships to Sudbury residents, resident events, including resident swimming that the town manager stated important to include here. The Town Manager also stated It's also worth pointing out that cities and towns routinely acquire property or other assets that do not cover their costs

Town Manager Sheehan provided six possible options for the site, including:

1. Negotiate a 5-year extension with modifications to the parameters for all or part of the property. Extending the license beyond 2032 is not viable. "Obviously, we can do another... another 5-year, license agreement to continue the property... the operation of the property as a day camp. In any negotiation, you're always free to, to modify the parameters a little bit. So, I think we could, if there was interest, it could be the entire property, it could be less than the entire property."
2. Long term lease – could continue day camp with Town Meeting authorization for all or part of the property. Other uses may also be considered in an RFP that could me multi-decade
3. Use as open space - allow the license agreement to expire; likely demolish some existing buildings/facilities/improvements, proceed with unknown maintenance and loss of revenue after the license expires.
4. Use as active recreation –may require demolition of existing buildings/facilities, proceed with unknown maintenance and other costs and loss of revenue that is not to be taken lightly, with no capacity in the tax levy.
5. Combination of active Recreation and Open Space – reflecting previous alterations to the site; loss of revenue.
6. Sell the property, with housing likely to be the preferred option because it is zoned residential. Town could approve rezoning of the site, with development being some or all of the site as determined by the Town. This option would more than likely maximize revenue related to sale price and ongoing property taxes

Town Manager Sheehan recommended that a community-wide Camp Sewataro conversation looked at by a broad-based committee in order to bring a recommendation about the site to the 2027 Annual Town Meeting. He recommended a nine-member committee made up of one resident from each of the six precincts and three residents at-large, all appointed by the Moderator , with no representation from standing committees in order to keep it apolitical. Members of standing committees, Boards or

Commissions would have the opportunity to provide input at committee meetings. He added that staff support would be possible and he did not think it would require consultant support as bringing in a consultant might get you pigeonholed into a decision.

Board Member Russo indicated that he was concerned about Sewataro Committee support and such committee could lack staff support. Town Manager Sheehan responded that such committee formation should start as soon as possible; and that James Goudie, of the Select Board office would be supporting the Committee.

Board Member Gargeya mentioned a timeline in consideration of a 2027 Town Meeting Sewataro Warrant Article.

Town Manager Sheehan stated that he would distribute the presented PowerPoint to the Board Members.

Chair Kouchakdjian recommended that Board Members continue the discussion at the next Select Board meeting on January 6, 2026.

9. Discussion of Potential 2026 Annual Town Meeting Warrant Articles

Town Manager Sheehan commented that the Select Board was not sponsoring a Warrant Article at this time.

Board Member Carty offered to update CPC-sponsored articles.

Town Manager Sheehan stated that the Planning Board would be sponsoring a wireless services article to present at Annual Town Meeting.

10. Discussion of Transportation and Funding to Support Transportation Options

Board Member Carty confirmed that the Catch Connect MWRTA (MetroWest Regional Transit Authority) transportation program is serving the community well and he would be presenting Sudbury ridership information as well as funding considerations to the Board at the next Select Board meeting on January 6, 2026.

Board Member Carty stated that funding of \$80,000 per year would be needed to continue the Catch Connect program for Sudbury. Vice-Chair Dretler commented that any additional data that MWRTA could provide would be most helpful.

Board Member Russo commented that this program is a critical service for certain members of the Sudbury community. Board Member Carty noted that taxi and Uber program have been reduced significantly, and that Catch Connect services are free until July, 2026 when the fare might be increased to \$2.00.

Board member Gargeya requested updated quarterly reports that shown the ridership and places of pick-up and drop-off.

Chair Kouchakdjian stated that she supports continued Catch Connect services, but has concerns about providing additional services for those in Town who require more extensive services.

11. Vote to Approve Employment Agreement with Town Manager

Chair Kouchakdjian confirmed that the Town Manager's Employment Agreement with the Town had been approved by the Board in Executive Session and is now being ratified in Open Session.

Vice-Chair Dretler motioned to approve the Employment Agreement with Town Manager Sheehan. Board Member Gargeya seconded the motion.

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

VOTED: To approve the Employment Agreement with Town Manager Sheehan

12. Discussion and possible vote to approve proposed 2026 Municipal Update Newsletter Schedule of Deadlines for Select Board assignment, submission, and approval.

Vice-Chair Dretler motioned to approve proposed 2026 Municipal Update Newsletter Schedule of Deadlines for Select Board assignment, submission, and approval. 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 proposed 2026 Municipal Update Newsletter Schedule of Deadlines for Select Board assignment, submission, and approval

13. Review and Approve Minutes

10/7/25 Select Board Minutes

Vice-Chair Dretler motioned to approve the Select Board minutes of 10/7/25, as edited. 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 the Select Board minutes of 10/7/25, as edited

14. Upcoming Agenda Items

Items to discuss at the 1/6/26 Meeting:

- Proposed Transportation Services
- Camp Sewataro discussion
- DEI Commission Update

Items to discuss at the 1/20/26 Meeting:

- 250th Anniversary Committee Update
- Sidewalk program discussion

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, Russo-aye, Gargeya-aye, Kouchakdjian-aye

VOTED: To adjourn the Select Board meeting

There being no further business, the Select Board meeting adjourned at 9:01 PM.