

IN SUDBURY SELECT BOARD

EXECUTIVE SESSION

WEDNESDAY NOVEMBER 12, 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 7:16 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)

Sheehan made Chair K and V-C Dretler co-host and exited the meeting.

Town Counsel Jenkins referenced “Employment Agreement Between The Town of Sudbury And Andrew J. Sheehan, The Town Manager” draft. He commented that the draft document was straightforward and most proposed changes were minor in nature. Town Counsel Jenkins referenced several areas of modification:

- **SECTION III: TERM**

“This Agreement shall have a term of three years, beginning July 1, 2026 and expiring June 30, 2029...”

- **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.”
- **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 January 1, 2029.”
- **SECTION VI: BASE SALARY**
Town Counsel Jenkins stated that changes made at the previous Select Board Executive Session meeting were acceptable to all parties.
- **SECTION VIII: GOALS & OBJECTIVES – SECTION B**
Existing language reading: “This review and evaluation shall include a “360-degree assessment” with solicited subjective feedback from one of the Town’s School Superintendents and four (4) senior managers chosen randomly in a process conducted by the Town Manager and Select Board,” *replaced with:* “This review and evaluation shall include a “360-degree assessment” with solicited subjective feedback from three (3) senior managers chosen randomly in a process conducted by the Town Manager and Select Board,” with “one of the Town’s School Superintendents’ language eliminated from the section.

Vice-Chair Dretler stated that the name of Select Board Radha Gargeya replace the name entry of former Select Board Member Jennifer S. Roberts on the last page of the Agreement document.

Vice-Chair Dretler asked Town Counsel Jenkins if any new employment laws were to be included in the Agreement. Town Counsel Jenkins responded there were no new applicable laws to be included in the Agreement document, and the Agreement is up to date, as discussed.

Chair Kouchakdjian inquired about the possibility of Town Manager Sheehan wanting a longer employment period. Town Counsel Jenkins responded that best practice reflects a three-year term.

Vice-Chair Dretler motioned to authorize Chair Kouchakdjian to send the “Employment Agreement Between The Town Of Sudbury And Andrew J. Sheehan, The Town Manager,” as edited, to Town Manager Sheehan for his review and that any follow-up will be directed to the full Select Board. Board Member Gargeya seconded the motion.

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

VOTED: To authorize Chair Kouchakdjian to send the “Employment Agreement Between The Town Of Sudbury And Andrew J. Sheehan, The Town Manager,” as edited, to Town Manager Sheehan for his review and that any follow-up will be directed to the full Select Board

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 Carty seconded the motion.

It was on motion 5-0; Dretler-aye, Carty-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 7:31 PM.