

IN SUDBURY SELECT BOARD  
EXECUTIVE SESSION  
TUESDAY OCTOBER 14, 2025

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

**Call To Order**

At 7:36 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, 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).**

Chair Kouchakdjian 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). Vice-Chair Dretler 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)

Chair Kouchakdjian indicated it would be appropriate to review the Town Manager's Contract at this time (after his review), rather than consider the contract during Town budget season or Town Meeting time.

Board Member Carty expressed concern about the timing and process of this topic. He added that Chair Kouchakdjian acted inappropriately without consulting the remainder of the Board, and adding that it would be preferable that the Town Manager present to Board Members first as a group. He also mentioned that he was not in favor of renewing the Town Manager's Contract every year.

Vice-Chair Dretler noted at the last Select Board meeting, the Board appeared to favor discussing the Town Manager's Contract at this time.

Board Members reviewed a presented document regarding Town Manager comparable community wages. Vice-Chair Dretler offered to examine the list presented more closely and to provide additional data. She asked Board Members to provide additional information.

Vice-Chair Dretler stressed that experience must be considered in the comparison study as well. Board Member Russo was in agreement and opined about an extended increase in the notice timeline clause

(nothing less than 90 days). Mr. Gargeya supported such time extension. Chair Kouchakdjian agreed to contact Town Counsel David Jenkins and invite him to an upcoming Executive Session to present related Select Board questions/comments.

Board Member Carty commented about the worth of retaining the 360 Review process. Chair Kouchakdjian stated that the Board should strive to improve the process and noted the Human Resource Office should be conducting the associated survey process and not the Select Board Chair. Board Members were in agreement. Board Member Russo stated that the 360 Review process was valuable, and would suggest eliminating the review from the School Superintendents. Board Member Gargeya was in agreement.

Chair Kouchakdjian indicated that Town Manager Sheehan was supportive of Sudbury Schools and extends every effort to work with the School Superintendents. She stressed that Town Manager Sheehan has made substantive improvements for the Town over the last year, including stabilization regarding the Town Manager position, advancing the financial stability of the Town. She noted that she wanted such positive momentum to continue under Town Manager Sheehan's leadership.

Vice-Chair Dretler itemized several related topics to be further considered at upcoming Select Board Executive Session:

- 360 Review Process
- Extend duration of the Termination Clause
- Extend the current contract with modification
- Expand the listing of Town Manager Community Salaries. Vice-Chair Dretler to include several additional communities. Board Member Gargeya would help with this effort and extend the number of comparative salaries resulting in 9 communities.
- Timeline considerations – not to be beyond on the end of the year

Board Member Carty suggesting relating the termination clause timeline with a deferred compensation clause item.

Chair Kouchakdjian recommended that any additional thoughts by Board Members be submitted to be discussed with Town Counsel. She stated that the next related Executive Session would be scheduled for October 28, 2025 at 7:30 PM.

**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 9:15 PM.