

IN SUDBURY SELECT BOARD

TUESDAY JULY 14, 2026

7:00 PM

(Meeting can be viewed at www.sudburytv.org)

ZOOM Meeting

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

CALL TO ORDER

Chair Dretler called the meeting to order at 7:00 PM. Select Board Member Roll Call was taken: Gargeya-present, Carty-present, Kouchakdjian-present, Russo-present, Dretler-present

Opening Remarks by Chair

- Thanked all involved in July 4th Parade, especially Town Staff, the 250th Committee, the Chamber of Commerce, Board Members Gargeya, Carty and herself who attended the event.

Reports from Town Manager

- In consideration of high temperatures this week, he reminded all that the Goodnow Library and the Fairbank Community are cool, air-conditioned locations; he added that additional information can be found on the Town website
- This Saturday and Sunday, the Park & Recreation Commission is hosting “Watch Parties” for the final World Cup Soccer matches; with more details on the Town website
- Sudbury annual street paving project started this week with a number of streets being milled and likely will continue into next week – subject to weather and other conditions; additional details can be found on the Town website

Reports from Select Board

Vice-Chair Gargeya

- Stated that all stay cool and don't forget the Library and Fairbank Center
- Thanked all 4th of July parade participants who braved the hot weather and made the 250th 4th of July such a great event; he acknowledged the Sudbury Chamber of Commerce, the Hamills (Mike and Libby) and Doug Haartz who have contributed to the Parade for some 25 years, the 250th Committee, Town Staff – Leila Frank and James Goudie who worked decorations and the 250th float (which won first prize) Board Members Carty, Dretler, Town Manager Sheehan and

Assistant Town Manager Garofalo and the public. He also acknowledged Town Historian and 250th Committee Member Jan Hardenbergh and Town Crier Josh Telepman who read the Declaration of Independence from the float, Heather and Mariam from A Blade of Grass for providing their truck as the 250th float, and SudburyTV staff who recorded the parade event

Board Member Lisa Kouchakdjian

- Agreed with all comments made about the great 4th of July Parade and was sad to miss the parade due to family time in Cape Cod
- She asked everyone to be careful during the heat wave; hydrate and check in with their family and neighbors in Town

Board Member Carty

- Praised all involved with the Sudbury 4th of July Parade and congratulated Board Member Gargeya, the Hamill family and staff for their help in making the event a great one
- Requested an opportunity to present a Sudbury Transportation update, including information regarding the hospital shuttle and the State earmarking funds for Sudbury to possibly expand the CatchConnect travel route into Maynard, per MWTa expansion initiative
- Read aloud Code of Conduct Policy sections which elected Town officials/Board and Committee Members sign when joining such a group. He read: “Members must refrain from communicating or acting in a disrespectful, abusive, threatening manner towards members of the community or elected/appointed officials, Town Manager or Town Staff, “to treat all members with respect despite the differences of opinion and keeping in mind that professional respects does not preclude honest differences of opinion but requires respect within those differences and participate and interact in official meeting/s with dignity and decorum fitting for those who hold public trust.” He noted that the Select Board spent a considerable amount of time discussing and publishing a section on Board and Community Public Handbook, which has a dedicated section regarding “Code of Conduct and Civil Discourse, which calls for listening actively and allowing diverse viewpoints, avoiding personal attacks or disparaging remarks, fostering a welcoming environment for all participants” and finally, respecting members of the public, Town and Staff, which refers back to the mentioned Code of Conduct Policy. He stated that at the last joint meeting with the Sudbury Housing Authority (SHA) the SHA Chair Tatiana Vitvitsky, violated the Code of Conduct Policy by making offensive remarks when both he and Board Member Russo spoke of endorsing Alicia Carrillo to the SHA. Those remarks included “Oh my god,” “Jesus Christ,” and “Oh, Jesus Christ.” He recognized that Ms. Vitvitsky sent written apology for her actions/words to the Select Board received on June 8, 2026 and stressed that such apology should be sent to Ms. Carrillo also.

Board Member Russo

- Extended his congratulations to all for a great Sudbury 4th of July Parade, noting that he was not in Town for the Parade

- Announced that next resident swim event at Camp Sewataro is scheduled for August 1, 2026 and August 2, 2026 as well as summer weekends; he added that walking at the site on summer evenings is great

Chair Dretler mentioned that the Code of Conduct publication includes Section 4, regarding removal from office for appointed officials. She confirmed that she had not received such request from any Board Members or from any other committee/commission/board and commented that everyone must be treated equally and fairly, and one must not forget to look at themselves as well.

Public Comment

Resident Manish Sharma, 77 Colonial Road, thanked all who worked on the July 4th Parade and recognized the Hamel family who have worked on the Parade for many years, the 250th Committee, the Sudbury Chamber of Commerce and all who attended the event.

Mr. Sharma continues to threaten to file a law suit against the Town in regard to his requests for added financial information and a related Q & A Finance session.

Resident Sue Ellen Stine, 53 Stone Road, spoke of Town Meetings in general. She read from her email which she submitted to the Select Board and read: "My second request is that regardless of whether or not there is a special fall town meeting, or the Annual Town Meeting in May, I would like to see the Moderator's words to the Hall regarding tone, respect and civility written in the Official Town Warrant. Currently, there is much written about procedure, but not a word about respect and civility. Despite the moderator's repeated assertions during recent Town Meetings to "avoid calling out, interrupting, and speaking over others", to keep a "respectful tone", to be "civil, patient and respectful", many in the hall were interrupting, booing, shouting out. She asserted that she has the power "to have anyone who disrupts the meeting removed", and yet disrespect and lack of civility persisted. I think it has become necessary to include all the moderator's words regarding tone, respect and consequences in the Official Town Warrant. What would that take? Can the Select Board, Town Manager, Town Moderator, and/or a decision by Town Meeting make this happen? I would be happy to discuss this further with any and all persons and bodies to put the Moderator's words in writing in the Official Warrant for Annual or Special Town Meetings. Please feel free to contact me if you have any questions. Thank you, Sincerely, Sue Ellen Stine."

A.Consent Calendar

1. Vote to grant a Special Permit to Save a Dog, to hold the Miles for Mutts 5K on Saturday, October 3, 2026, from 8:00 AM through approximately 12:00 PM, subject to Police Department safety requirements, proof of insurance coverage and the assurance that any litter will be removed at the parade's conclusion.

2. Vote to grant a one-day Wine & Malt license to Sudbury Meetinghouse, to accommodate their Annual Fundraiser on Saturday, September 26, 2026 from 5:00 PM to 10:00 PM at Sudbury Meetinghouse, 327 Concord Road, subject to the use of a TIPS-trained bartender and a receipt of Certified of Liability insurance.

3. Vote to sign the State Primary election warrant which must be posted by August 25, 2026.

4. Elevate Ian Henchy, 437 Cold Brook Drive, from an Associate Member to a Full Member of the Zoning Board of Appeals with a term to expire 5/31/2029.

Vice-Chair Gargeya motioned to approve Consent Calendar items 1-4, as presented. Board Member Kouchakdjian seconded the motion.

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

VOTED: To approve Consent Calendar items 1-4, as presented

B. Public Hearing

1. Pursuant to General Bylaws, Article 1 Town Meetings, for the purpose of determining whether a Fall Town Meeting should occur during the months of September, October, and November.

Vice-Chair Gargeya motioned to open the public hearing pursuant to General Bylaws, Article 1 Town Meetings, for the purpose of determining whether a Fall Town Meeting should occur during the months of September, October, and November. Board Member Kouchakdjian seconded the motion.

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

VOTED: To open the public hearing pursuant to General Bylaws, Article 1 Town Meetings, for the purpose of determining whether a Fall Town Meeting should occur during the months of September, October, and November

Chair Dretler referenced Section 68-3 – Article 1 and read:

“A Town Meeting shall be held during the months of September, October or November at such date, time and place as the Select Board shall determine, unless the following applies. By the end of July, the Select Board shall discuss in public session, hold a public hearing and vote to determine whether a fall Town Meeting should occur. The public hearing shall be posted in accordance with the Open Meeting Law.1 The Select Board shall also solicit input from the Town via email or mail for a period of one week before the public hearing.”

Chair Dretler confirmed that this item is a Town Bylaw and therefore is followed and considered by the Town every year. She acknowledged that since being on the Select Board since 2018 she was aware that this procedure has been followed.

Town Manager Sheehan confirmed that there were not any Articles being considered and therefore there was not a need to plan for a Fall Special Meeting.

Board Member Kouchakdjian noted that according to Select Board office practice, emails (as presented in tonight’s Select Board Agenda Packet) illustrate that Town Department heads do not have any potential Town Meeting articles which would require scheduling a Special Fall Town Meeting. She agreed that this Bylaw and related process has been in place for many years and this is nothing new.

Town Manager Sheehan confirmed that there were not any Articles being considered and therefore there was not a need to plan for a Fall Special Meeting.

No public comments were made.

Vice-Chair Gargeya motioned to close the public hearing. Board Member Kouchakdjian seconded the motion.

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

VOTED: To close the public hearing

Board Member Russo motioned Pursuant to General Bylaws, Article 1 Town Meetings to hold a Special Town Meeting during the months of either September, October or November. Board Member Kouchakdjian seconded the motion.

It was on motion 0-5; Gargeya-no, Russo-no, Carty-no, Kouchakdjian-no, Dretler-no

VOTED: Not to hold a Special Town Meeting fall Town Meeting during the months of either September, October or November

C. Miscellaneous

1. Review and vote to execute documents for a Bond Anticipation Note (BAN) sale.

Assistant Town Manager/Finance Director Garofalo referenced his email to the Select Board dated July 9, 2026 regarding his request that the Select Board approve and authorize the execution of \$7,700,000 in Bond Anticipation Notes (BANS), which will mature on January 28, 2077 for the Atkinson Pool Renovations and the roof repairs at Haynes Elementary School and Nixon Elementary School. He added that the Town received a competitive bid by Cede & Co. for short-term notes at an interest rate of 3.75%.

Assistant Town Manager/Finance Director Garofalo explained that the three borrowings would allow for continued funding for these projects to proceed – for Atkinson Pool Renovations, Haynes Elementary School Roof Repair and Nixon Elementary School Roof Repair. He also was happy to report that the related bids came in significantly less than expected and the Atkinson Pool project was under budget.

Vice-Chair Gargeya motioned that the Select Board approve the sale of \$7,700,000 Bond Anticipation Notes of the Town of Sudbury, Massachusetts dated July 28, 2026 and payable January 28, 2027 to Piper Sandler & Co. with a coupon interest rate of 3.75 percent at par plus accrued interest, if any, plus a premium of \$21,868.00; and that each member of the Select Board, the Town Clerk, the Town Treasurer, and the Assistant Town Manager/Finance Director be and hereby are, authorized to take any and all actions, and execute and deliver such certificates, receipts, or other documents as may be determined by them, or any of them, to be necessary or convenient to carry into effect the provisions of the foregoing vote. Board Member Kouchakdjian seconded the motion.

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

VOTED: That the Select Board approve the sale of \$7,700,000 Bond Anticipation Notes of the Town of Sudbury, Massachusetts dated July 28, 2026 and payable January 28, 2027 to Piper Sandler & Co. with a coupon interest rate of 3.75 percent at par plus accrued interest, if any, plus a premium of \$21,868.00; and that each member of the Select Board, the Town Clerk, the Town Treasurer, and the Assistant Town Manager/Finance Director be and hereby are, authorized to take any and all actions, and execute and deliver such certificates, receipts, or other documents as

may be determined by them, or any of them, to be necessary or convenient to carry into effect the provisions of the foregoing vote

Assistant Town Manager/Finance Director Garofalo recommended that all five members sign the related documentation no later than July 16, 2026. Board Members agreed to do so.

2. Update from Liberty Ledge / Sewataro Advisory Committee.

Present: James Goudie-Murray, Management Analyst

Management Analyst Goudie-Murray provided update of the Liberty Ledge/Sewataro Advisory Committee public session on 6/24/26 with some 60 participants. He referenced the “Liberty Ledge/Sewataro Advisory Committee – Public Input Session Votes by Idea and Ranking” and category listings.

Management Analyst Goudie-Murray confirmed that the Camp Sewataro Operations category received the most votes by Idea and Ranking and in following place was General Park and Recreation Programing.

Chair Dretler suggested including the number of attendees for each of the sessions.

Board Member Russo commented that the Public Input Votes and results were very clear and asked Mr. Goudie-Murray about weighted score. Mr. Goudie-Murray responded that the voting numbers spoke for themselves and would let the Committee Members speak for themselves.

Board Member Russo stated that the purchase of Camp Sewataro was approved at the 2019 Town Meeting and hiring of a Camp Sewataro consultant was defeated at 2022 and 2025 Town Meetings. Mr. Goudie-Murray commented that Staff is seeing a trend.

Board Member Kouchakdjian thanked Mr. Goudie-Murray for his work on the topic and thanked the Advisory Committee and the community for the work performed. She noted that Advisory Committee Chairs were doing a great job with managing the Commission and that she was looking forward to receiving additional updates and related information in the future.

Vice-Chair Gargeya thanked James Goudie-Murray, Communications Director Leila Frank and Assistant Town Manager/Finance Director Victor Garofalo for all their support for the Advisory Committee. committee.

Chair Dretler thanked Mr. Goudie-Murray for his contribution to the Advisory Committee and was pleased to hear from the public on this matter, and was receptive about alternative ideas being brought forth, as well.

3. Discussion and review of existing Select Board goals, an Economic Development goal, and the goal setting process.

Town Manager Sheehan presented Select Board goals #1 – Develop a long-term comprehensive plan to fund and manage the operating and capital budgets and goal #2 – Address staffing needs and succession planning. He commented about how related language might be changed and to also include suggested funding for such goal.

Town Manager Sheehan summarized that there has been turnover of several senior Town positions in the last couple of years, and the retention aspect seems to have improved and updating will be included.

Chair Dretler provided update regarding Select Board goal #3 – Advance design and construction of Phase 3A-CSX/Rt. 20 of the Bruce Freedman Rail Trail and clarify Mass Central Rail Trail Responsibilities (DRC, utilities).

Chair Dretler confirmed that aspects regarding goal #3 are advancing well and suggested updates be included for the June 2026 Phase #A, maintenance and advancements.

Board Member Kouchakdjian suggested that a vocational education subcommittee be formed in consideration of Goal #5 – Seek Membership in a Vocational Education District. She noted that some feedback from the community recommended conducting further discussion on the topic. She stressed that reaching out to the public would be important.

Board Member Russo stated that he needed additional information regarding proposed membership in a vocational education district. Board Member Carty agreed with comments made by Mr. Russo and recommended that the Town's education professionals should be included in any related discussion/s.

Board Member Carty addressed Goal #6 – Expand (Normalize) and fund a Transportation Option, especially for vulnerable populations. He recommended the expansion of Transportation goals and suggested that such transportation option be included in the Town budget.

Board Member Russo addressed Goal #4 – Utilization/Optimization of Fairbank Community Center programming, noting that many advancements at the Center have been made. He added that Staff is adding proposed implementations for review.

Board Member Gargeya provided detail regarding the Economic Development goal and referenced the associated importance of the Town's Master Plan. He provided detail regarding the short-term (within five years), medium term and long-term economic development categories.

Board Member Kouchakdjian suggested establishing an economic development committee and starting a dedicated page on the Town website. She noted that considering how to attract additional businesses might be a good start.

Board Member Carty commented that Planning and Community Development Director Adam Burney relayed to the Select Board on several occasions that there is much to be considered with economic development options in the Town of Sudbury.

Board Member Gargeya stated that it would not be necessary to hire economic development staff, but existing staff in various departments might help in this effort. Board Member Kouchakdjian recognized that the Planning Department and the Planning Board would have to be involved.

Chair Dretler suggested Board Members continue to review their prospective goals and discussion would continue at the next Select Board meeting.

4. Town Manager Performance Evaluation. Discussion of 360 evaluations and self-evaluation.

Chair Dretler mentioned that results from the Town Manager 360 evaluations and Town Manager's self-evaluation were included in the packet.

Town Manager Sheehan stated that he was generally pleased with advancements made with progress made with his goals, Goal #1 including Development of long-term comprehensive plan to fund and manage the operating and capital budgets and Goal #2 – Addressing staffing needs and succession planning. He noted that senior staff turnover resulted in a strong team, which is working well and gaining momentum.

Town Manager Sheehan confirmed that he put much effort into the management of fiscal budgets and is doing everything possible to avert an override at this time. He explained that appropriate Town fees, many of which had not been increased in some twenty years, contributes to this endeavor.

Town Manager Sheehan acknowledged that Assistant Town Manager/ Finance Director Victor Garofalo had been instrumental in assisting him with the Town's 15-year capital plan. He mentioned the creation of the newly established Budget Committee, as well as the number of grant awards received. He stressed the importance of maintaining discipline when dealing with long-term financial planning to maintain success and continue building relationships with the Chamber of Commerce, Boards and Committees, Legislators and stakeholder groups.

Chair Dretler mentioned that next steps regarding the Town Manager Performance Evaluation involves each Select Board Member addressing the composite evaluation at the upcoming August Select Board meeting.

Board Member Kouchakdjian acknowledged the time and energy that Town Manager Sheehan put in this self-evaluation. She stressed that Town Manager Sheehan has been the strongest leader that has held the Town Manager position in the Town for many years. She added that his accomplishments are reflected in the 360 Evaluations.

Board Member Russo agreed with comments presented by Board Member Kouchakdjian and was looking forward to hearing more about DSL-related topics, the Budget Working Group and the updating of Town fees. He detailed that he appreciated the self-evaluation by Town Manager.

Board Member Carty asked why the Town Manager self-evaluation and 360 Evaluations were not included in tonight's packet. Chair Dretler responded that she was waiting to hear from Town Counsel regarding the 360 Evaluations in relation to anonymity. Board Member Carty recognized that the 360 comments were generally good and asked if Town Manager Sheehan found any of those comments beneficial. Town Manager Sheehan noted that some 360 comments referenced various aspects that he was beginning to address.

Vice-Chair Gargeya Radha thanked Town Manager Sheehan for his attention to detail, effective management and communications, as well as his serious view on fiscal responsibility and presentation of a thorough self-evaluation.

Chair Dretler thanked Town Manager Sheehan for his continued progress on important Town matters and goals that he continues to build upon with every year. She confirmed that final Town Manager evaluation discussion would continue to the Select Board meeting in August.

5. Review and adopt revised Select Board policies as recommended by the Policies & Procedures Review Subcommittee: Citations and Proclamations, Citizen Comments, and Collective Bargaining.

Board Member Carty explained there were several minor edits covered: citations and proclamations, citizens comment/public comment, collective bargaining with some language clean-up.

Board Member Kouchakdjian stated that the Policies & Procedures Review Subcommittee (she, Board Member Carty and Town Manager Sheehan) are now examining approved policies.

Board Members provided some formatting changes and language improvements.

Board Member Kouchakdjian motioned to adopt the revised Select Board policies as recommended by the Policies & Procedures Review Subcommittee: Citations and Proclamations, Citizen Comments, and Collective Bargaining. Board Member Carty seconded the motion.

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

VOTED: To adopt the revised Select Board policies as recommended by the Policies & Procedures Review Subcommittee: Citations and Proclamations, Citizen Comments, and Collective Bargaining

6. Summer 2026 Select Board Newsletter Topic Discussion.

Board Members discussed various Select Board Newsletter Topics and recommended the following:

Board Member Carty – Sudbury Transportation

Board Member Kouchakdjian – Update - Vocational Education

Vice-Chair Gargeya – Senior Center Update

Board Member Russo – Films produced in Sudbury

Chair Dretler – The 25th Anniversary of 9/11

Chair Dretler stated that article submissions are due by August 10, 2026

7. Approve meeting minutes: May 20, 2026

Vice-Chair Gargeya motioned to approve the May 20, 2026 Select Board Minutes, as edited. Board Member Kouchakdjian seconded the motion.

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

VOTED: To approve the May 20, 2026 Select Board Minutes, as edited

8. Upcoming items

8/11/26

- Town Manager Evaluation Completion

- Transportation Update
- OML complaint – extension to 8/15/26 per Town Counsel
- Cultural Counsel terms/membership and guidance – Board Member Russo to follow-up

9. Adjourn

Vice-Chair Gargeya motioned to adjourn the Select Board Meeting. Board Member Kouchakdjian seconded the motion.

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

VOTED: To adjourn the Select Board Meeting

There being no further business, the meeting was adjourned at 9:50 PM.