

**LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT  
SCHOOL COMMITTEE MINUTES  
Tuesday, May 13, 2025**

**7:00PM**

**HYBRID**

**Present**

Ravi Simon, Lucy Maulsby, Cathie Bitter, Maura Carty, Charles Morton, Jack Ryan

**Also Present**

Maureen Bolton, *Co-President of the Teachers' Association*

Amahle Carmichael-Daniels & Adonai Mora, *LSRHS METCO Student Representative*

Andrew Stephens, *LSRHS Superintendent/Principal*

**Call to Order**

Superintendent/Principal Andrew Stephens called the meeting to order at 7:04PM.

**SCHOOL COMMITTEE REORGANIZATION**

***VOTE: Cathie Bitter motioned to nominate Ravi Simon as LSSC 'Chair'. Lucy Maulsby seconded the motion. School Committee members mentioned a strong support for Ravi Simon as Chair- due to his contributions, flexibility and responsiveness to the community. Ravi Simon accepted the nomination, highlighting the committee's productivity and respectful discussions, as well as, continuity in leadership is seen as valuable. The motion passed unanimously.***

- Ravi Simon was appointed as 'Chair' of the Lincoln Sudbury Regional School District and opened nominations for the Committee's Vice-Chair.

***VOTE: Ravi Simon motioned to nominate Cathie Bitter as LSSC 'Vice Chair'. Lucy Maulsby seconded the motion. School Committee members mentioned Cathie Bitter excelling as team lead, keeping the weekly meetings between Chair, Vice Chair and Superintendent/Principal on track, and well organized. Cathie Bitter accepted the nomination, disclosing her ongoing appreciation in collaborating with Ravi Simon and Andrew Stephens. The motion passed unanimously.***

- Cathie Bitter was appointed as 'Vice Chair' of the Lincoln Sudbury Regional School District.

## **Welcome to New School Committee Members**

Charles Morton, LSSC Member

Jack Ryan, LSSC Member

Charles Morton expressed enthusiasm for the town and school, citing his experience as a college professor in navigating resource allocation and difficult decisions in his professional life being relevant to the school committee's work. Charles aims to contribute his insights to administration, teachers, and students.

Jack Ryan expressed his excitement about returning to the School Committee after 15 years, highlighting his institutional knowledge and desire to contribute. Jack Ryan appreciates the collaborative environment and the diverse perspectives represented, believing this strengthens the School Committee.

## **Public Comment**

No Comment(s)

## **Student Senate Updates**

No Update(s)

## **METCO Program Report Updates**

Amahle Carmichael-Daniels, *LSRHS METCO Student Representative*

Adonai Mora, *LSRHS METCO Student Representative*

- On Sunday, May 18th, the METCO Council attended a community building field trip to Canobie Lake Amusement Park.
- On Thursday, May 22nd, the METCO Senior dinner was held at 'Fogo de Chao'- a Brazilian Steakhouse.
- There were two(2) METCO seniors recipients of the Atkinson Scholarship- Jasmine Rice and Alani Hoilett.
- There were seventeen(17) METCO students who committed to post-secondary education.
- METCO held a farewell celebration for METCO's clinical intern-Omolara Ojo.

## **Teachers' Association Updates**

Maureen Bolton, *Co-President of the Teachers' Association*

- The 'Junior Prom' was held on Friday, May 9th at 'Granite Link Golf Course'. Despite the weather, students and staff enjoyed the event. Thank you to the teachers and administrators.
- The AP Exams (mostly digital) were held May 5th-May 16th.
- Math MCAS testing was held Tuesday, May 20th and Wednesday, May 21st.
- Wellness teacher Ashley Gomes brought 'The Bionic Project', elite adaptive athletes promoting empathy for individuals with limb losses through education and sport to LSRHS. The event was aimed to focus on respecting human differences.
- On Friday, May 16th, AP Art students displayed their pieces in the A/B connector at LSRHS for students and staff to view.
- The 'Relay for Life' event- a fundraiser through the American Cancer Society (ACS) that focuses on celebrating survivors, caregivers, thrivers, and anyone impacted by cancer. The event was held at Peter Noyes Elementary school on Saturday, May 17th.

## **LSSC Subcommittee, Liaisons, & Representatives**

Forecast: Building Committee- Roof Project

Andrew Stephens, *LSRHS Superintendent/Principal*

The construction of the roof project is slated for the summer of 2026, ideally finishing in the fall.

- Although LSRHS's roof is over 20 years old, it has been well maintained throughout the years. The roof requires a substance treatment with the use of the 20 year warranty.
  - This option is affordable and manageable. This alternative requires a town meeting approval for debt financing.
- A School Committee member recommended forming a building committee, instead of a School Committee subcommittee- with school committee representatives, Superintendent, Finance Director, Facilities Director, and experts from Lincoln and Sudbury for managing a complex construction project.
  - The building committee should hold public meetings, post updates, and manage aspects like hiring a project manager, as well as reviewing proposals. The selected project manager should report back to the full committee with updates.
- School Committee members agreed to move forward with a building committee, instead of a subcommittee. School Committee members, Jack Ryan and Maura Carty agreed to be the representatives on the newly organized committee.
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School Calendar Subcommittee  
Ravi Simon, LSSC *Chair*

Draft Calendar Review Subcommittee Charge

- At the recent Tri-District meeting, the LS School Committee voted to appoint a 'Tri-District subcommittee' with Lincoln's Public Schools, Sudbury's Public Schools, and LSRHS's school committee members to review school calendars- focusing on religious holidays.
- A drafted charge for the 'Calendar Review Subcommittee' is currently available. Chair Ravi Simon, mentioned the differences in calendar processes between the three districts (Lincoln-Sudbury High School, Lincoln Public Schools, and Sudbury Public Schools).
- School Committee members noted differences between the three districts such as finals, midterms, breaks, and bus schedules.
- A School Committee member suggested a better coordination process to releasing the calendars.
- Ongoing discussions should include a variety of options maintaining the current holidays, scaling back to state/federal holidays, or other possibilities. The Subcommittee members will report on their progress and discussions to the full School Committee.

Discuss Subcommittee, Liaisons, Representatives Assignments  
Ravi Simon, LSSC *Chair*  
Andrew Stephens, LSRHS *Superintendent/Principal*

LSSC Subcommittee, Liaison, Representative Descriptions - 2024-2025  
LSSC Subcommittee, Liaison, Representative Descriptions - 2025-2026

- School Committee members discussed subcommittee assignments/roles for the 2025-2026 school year.
  - School Committee members intend to discuss the 'Negotiations Subcommittee' during the executive session tonight.
  - The 'Calendar Review subcommittee' includes Ravi Simon and Lucy Maulsby; in addition to other collaborators from SPS and LPS.
  - The 'Building Committee' for the roof project includes Jack Ryan and Maura Carty; in addition to unspecified towns' stakeholders.
  - A School Committee member inquired about there being a liaison for METCO. The full School Committee will discuss this matter further at a later date after consulting with METCO Director- Damen Kelton.

**Presentation**  
No Presentation(s)

## Information and Discussion

### Guidance regarding remote meeting notice

Ravi Simon, *LSSC Chair*

- The elaborate legal disclaimer for remote meetings will be omitted from future meetings as it's not legally required. The Chair thanked Maura Carty for researching the matter.

### Overnight Trip: Debate Nationals

Andrew Stephens, *LSRHS Superintendent/Principal*

- There were four(4) LSRHS students qualified for a 'Speech and Debate' national competition in Des Moines, Iowa (June 15-20), requiring a school committee approval during the actions items section.

### School Committee tabling at Lincoln250 Fair and Feast

Ravi Simon, *LSSC Chair*

- Chair Ravi Simon suggested for members of the school committee to join Lincoln Public Schools (LPS) at the Lincoln 250 Fair and Feast on Saturday, June 14th, bringing a banner or poster, possibly borrowing said item from LSRHS's sports' team.

### Updating School Committee Website

Ravi Simon, *LSSC Chair*

Maura Carty, *LSSC member*

- A School Committee member recommended updating the School Committee's section of the LSRHS website to improve community communication and accessibility.
- School Committee members are encouraged to share ideas individually for compilation and website improvement.

### Policies Under Review (Informational Only)

*Lucy Maulsby, Chair of Policy Subcommittee;*

*Cara Endyke-Doran, member of the Policy Subcommittee*

*Maura Carty, members of the Policy Subcommittee*

### [Policy Materials for 5/13/25 SC Meeting](#)

- The following policies were for informational purposes only- first reading. A discussion will occur at the next School Committee meeting on Wednesday, May 28th
  - IJOA\_Field Trips and Student Travel
  - DGA\_Regional School District Authorized Signature
  - DK\_Regional School District Payment Procedures

### Lighting Control Replacement Capital Project (Informational)

*Andrew Stephens, LSRHS Superintendent/Principal*

### [IFB Summary - Lighting Control Project](#)

- LSRHS's 20 year old analog lighting controls should be replaced.
- A \$165,000 project was approved, but bids came back significantly higher- between \$440,000 and \$545,000.
- The options include forfeiting funds or finding a solution to the cost overrun.
  - Utilizing LSRHS's capital stabilization funds (with the Finance Director's approval) to cover remaining costs. Requiring approximately \$300,000 from the \$1.9 million fund. This option would complete the project, including architect fees and oversight, before the June 20th deadline.
- There was a recommendation to utilize the stabilization funds to cover the funding gap, allowing utilization of approved FY25 capital project money.
- An approval is required in utilizing LSRHS's stabilization fund. As well as, awarding the project to 'Electrical Design and Control Inc.' in Wilmington, MA.

### **Chairperson and Liaison Updates**

#### Regional Agreement Subcommittee

*Ravi Simon, LSSC Chair*

- The Regional Agreement Subcommittee plans to meet with Michelle Griffin from the Department of Elementary and Secondary Education (DESE) to discuss updating the regional agreement.
- Chair Ravi Simon will email a scheduling poll to subcommittee members.

### Policy Subcommittee

*Lucy Maulsby, Chair of Policy Subcommittee;*

*Charles Morton, member of the Policy Subcommittee*

*Maura Carty, member of the Policy Subcommittee*

### Policy Materials for 5/13/25 SC Meeting

- The Policy Subcommittee, chaired by Lucy Maulsby, met on Wednesday, April 30th.
- There were minor policy changes implemented, postponing significant revisions for the following policies:
  - IJOA\_Field Trips and Student Travel
  - DGA\_Regional School District Authorized Signature
  - DK\_Regional School District Payment Procedures

### Finance Subcommittee

*Maura Carty, Chair of the Finance Subcommittee*

*Jack Ryan, member of the Finance Subcommittee*

*Catherine Bitter, member of the Finance Subcommittee*

- The Finance Subcommittee met briefly on Wednesday, May 7th.
- The subcommittee reviewed district budgets, identifying liked and disliked aspects.
- In avoiding an overwhelming workload, the subcommittee decided to begin by adding existing, unbudgeted items to this year's budget.

### **Superintendent/Principal Updates**

*Andrew Stephens, LSRHS Superintendent/Principal*

- The Finance and Operations Director, Kirsteen Patterson will resign on June 30th.
- The interview committee for her predecessor will include HR, administration, faculty, and school committee members.
- Interviews were scheduled, aiming to quickly identify and recommend candidates.
  - The process for hiring a new Finance and Business Operations manager involves interviews, reference checks, and school committee approval, aiming for a presentation in early June.
  - In addition to meeting with department coordinators and the Administration team followed.
  - There were several candidates considered for the position.
  - School Committee members suggested finding suitable candidates with regional district experience.

- A successful 'Senior versus Staff' basketball tournament/fundraiser replaced the cancelled 'Senior Talent Show', raising money for prom and boosting school spirit.
- LSRHS's unified track team, successfully, competed in Danvers, MA.
- There were numerous senior events that occurred- the awards ceremony, scholarship ceremony, prom, and then graduation.
- The 'Late Night at LS' group currently needs 250 more volunteers for the 'Safe Night' event the night of graduation. Senior parents are discouraged from volunteering.

## **Director of Finance and Operations**

*No Update(s)*

### **Action Items:**

***-VOTE: Ravi Simon motioned to approve "The charge for the Calendar Subcommittee: to review, update, and recommend to the full School Committee regarding School 'No School' days related to religious and cultural holidays". Jack Ryan seconded the motion. The motion passed unanimously.***

***-VOTE: Jack Ryan motioned to approve "The 2025-2026 Subcommittee, Liaisons, Representatives assignments". Charles Morton seconded the motion. The motion passed unanimously.***

***-VOTE: Maura Carty motioned to approve the "LSRHS Speech and Debate Nationals Trip". Charles Morton seconded the motion. The motion passed unanimously.***

***-VOTE: Jack Ryan motioned to approve "The lighting control replacement capital project to Electrical Design and Control Inc. in Wilmington, MA. With \$440,000 for a lighting project, using the stabilization funds to cover the remaining cost." The lighting panel, installed 20-22 years ago, needs urgent replacement due to outdated technology and potential failure. Delaying replacement risks higher costs and bid expiration. Lucy Maulsby seconded the motion. The motion passed unanimously.***

### **Approval of Minutes:**

-Ravi Simon motioned to approve "The LSSC Minutes for April 8, 2025". Lucy Maulsby seconded the motion. Four(4) out of six(6) members of the School Committee were in favor via roll call vote. Charles Morton and Jack Ryan abstained.

-The Minutes for Tuesday, April 29, 2025 were approved as read.

-The Tri-District Minutes for Wednesday, April 9, 2025 were approved as read.



**Public Comment**

Safa Khan, 6 Kendra Lane, Sudbury, MA.

“To reiterate the long-standing request from many members of our community to formally recognize the Eid holidays on the schools’ calendar. First, I would like to extend a warm welcome to the new school committee members and thank the members of the ‘Calendar Review Subcommittee’. Your willingness to serve our community is deeply appreciated, and we are hopeful for a fresh perspective on important matters such as this.”

“We believe that the inclusion of Eid on the school calendar would be a significant step towards fostering a more inclusive and equitable environment for all students and their families in Sudbury, Eid al-Fitr and Eid al-Adha are holidays of immense religious and cultural significance. For Muslims worldwide, these holidays are actually comparable in importance to other major religious holidays already recognized by the school calendar. Over the years, it has unfortunately presented challenges for Muslim students here in our town. They have had to choose between attending school and participating fully in their religious observances, often leading to absences and the need to catch up on missed coursework, especially for high school students.”

“Recognizing these holidays will alleviate the spirit and allow students to participate fully in their religious traditions without academic penalty, this simple change would send a powerful message of inclusion and respect to our Muslim families, affirming they’re belonging within the Sudbury Community.”

“Elections and town meetings have been held during the time of Eid, as well. Starting with the most recent- special town elections and MCAS exam on the 31st of March this year. These are not isolated incidents, and they highlight a systemic issue. By adding Eid to the school calendar, you would be taking a crucial step towards inclusivity and equity, along with celebrating diversity with respect. I urge the committee to support this matter. Also, since Diwali has been publicly requested at the Tri-District meeting, we would love to collaborate with families and the school committees to help with minor adjustments in the school calendar for Eid and Diwali.”

“Again, this would send a powerful message that our schools are committed to creating a welcoming and inclusive environment for all students.”

**Enter Executive Session without return to open meeting**

Ravi Simon motioned to adjourn to executive session without return to open meeting to discuss strategy with respect to collective bargaining and/or litigation (#3) and approve minutes from the March 11, 2025 Executive Session. Maura Carty seconded the motion. Six(6) out of six(6) members of the School Committee were in favor via roll call vote. The meeting adjourned at 9:21PM.