

**LINCOLN-SADBURY REGIONAL SCHOOL DISTRICT
SCHOOL COMMITTEE MINUTES
Tuesday, December 2, 2025**

7:00PM

REMOTE

Present

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

Also Present

Susan Bottan, *LSRHS Interim Director of Finance and Operations*
Rebecca Carr, *LSRHS Co-President of the Teachers' Association*
Peter Elenbaas, *LSRHS South House Associate Principal*
Alexia Hultin, *President of LSRHS Student Senate*
Damen Kelton, *LSRHS METCO Director*
Leslie Patterson, *LSRHS Director of Curriculum, Instruction, and Assessment*
Andrew Stephens, *LSRHS Superintendent/Principal*

Call to Order

Chair Ravi Simon called the meeting to order at 7:02PM.

Public Comment

No Comment(s)

Consent Agenda

Ravi Simon, *Chair of LSSC*

- Approval of Minutes [Minutes for November 18, 2025](#)
- Approval of Warrant/Vouchers [Warrants/Vouchers](#)

Ravi Simon motioned to approve the two(2) items on the 'Consent Agenda', as well as the amended edits to the 'Minutes for November 18, 2025.' Jack Ryan seconded the motion. The motion passed unanimously.

(SEE ACTION ITEMS SECTION)

Student Senate Update

Alexia Hultin, *President of LSRHS Student Senate*

- The winter 'Spirit Week' remains in progress, awaiting approval of the themes.
- Student Senate hosted a bake sale on Saturday, December 20th from 11am to 2pm at Sudbury Farms to raise money for the Sudbury Food Pantry.

METCO Update

Damen Kelton, *LSRHS METCO Director*

- METCO recently partnered with 'Tiny Chaos', a nail business run by an LS alumni, to provide cosmetology services to students, which was very popular.
- The program is in the midst of hiring an administrative assistant for eight hours a week.
- METCO continues to organize events for parent engagement. Aiming to connect parent leadership groups with other community organizations.
- Maura Carty was acknowledged for supporting student athletes during the football season by providing meals and a welcoming environment at her home.
- The METCO Directors' Association (MDA) Conference was held on Friday, December 5th, with guest speakers Michael Bonner and Dr. Bettina Love.

Teachers' Association Updates

Rebecca Carr, *LSRHS Co-President of the Teachers' Association*

- The musical 'The Music Man' was a success! Thank you Carly Evans.
- A Professional Development session focused on AI was held on Monday, December 1st.
 - Guest Speaker- Greg Kulowiec discussed AI's impact on education, including its benefits, concerns, and integration into student learning.
 - Teachers engaged in discussions about best practices for teaching with AI, acknowledging it as an ongoing and evolving conversation.
 - The session was highly productive and thought-provoking.
- Andrew Stephens suggested educating the School Committee on AI when appropriate, possibly through departmental presentations, to better understand how different departments are handling AI.

Presentations

2025 MCAS and Narrowing Gaps

Peter Elenbaas, *LSRHS South House Associate Principal*

Leslie Patterson, *LSRHS Director of Curriculum, Instruction, and Assessment*

[2025 MCAS and Narrowing Gaps Presentation](#)

School Committee members appreciated the comprehensive presentation Leslie Patterson and Peter Elenbaas provided to the School Committee. The presentation covered the 2025 accountability report and MCAS results, followed by Peter Elenbaas' discussing additional data sources, student support, and strategic plan initiatives, all focused on opportunity and achievement. Although the Massachusetts Comprehensive Assessment System (MCAS) score, while no longer determining individual graduation, still impacts school and district accountability rankings.

The School Committee praised the presentation highlighting the success stories, especially those about students who overcame challenges. A School Committee member questioned the identification of 80 below performing students from the MCAS data. School Committee members questioned, although no longer a graduation requirement, how to motivate 10th grade students to participate-perhaps through (scholarship) incentives. The School Committee encouraged LS Administration to inform members of needed assistance, emphasizing the importance of helping every student.

Director of Finance and Operations Report

Susan Bottan, *Interim Director of Finance and Operations &*
Andrew Stephens, *LSRHS Superintendent/Principal*

[FY27 Preliminary Budget Presentation](#)

School Committee members appreciated the detailed and transparent presentation Andrew Stephens and Susan Bottan provided to the School Committee. The presentation focused on guidance, revenue, personnel/non-personnel estimates, and capital requests. The budget balances various priorities and will be refined over the next month or so, based on the towns' guidance. The budget assumes tuition and health insurance increases (19.77%), other insurance increases (3-7%), as well as contractual transportation increases are projected at 5%. Reallocations, such as from teacher retirements and an enrollment-driven FTE decrease (.75), helped shape the budget. Assessments from Lincoln and Sudbury show a total increase of \$730,000, with Sudbury raising its allowance to 3.75%. Due to various increases, the total FY27 funding is expected to be \$40,582,000, with estimated expenses at \$40,741,000.

The School Committee emphasized the importance of planning for financial uncertainty, citing the depletion of the circuit breaker reimbursement fund due to the increased out-of-district placements and rising costs. The district plans to budget for all known out-of-district expenses and propose a special education stabilization fund for unexpected costs. The district also aims to optimize in-district special education programs and rebuild the circuit breaker fund. The committee continued to ask questions, offered feedback, and discussed several ideas to improve/establish cost effective approaches for the district.

Superintendent/Principal Report

Andrew Stephens, *LSRHS Superintendent/Principal*

- On December 15th, Susan Bottan and Andrew Stephens plan to attend two budget meetings remotely. LS Finance Subcommittee is encouraged to attend as well.
 - Sudbury Fincom at 7PM for the FY26 Budget pressures.
 - Lincoln Fincom at 8:20PM for their FY27 Preliminary Budget Workshop.
- Officer Brett Rand has been present more often at LS as a SRO, with Officer Mangano returning in January.
- A food drive runs until December 19th.
- Upcoming events include the 'Curtis Concert' on December 4th, 'Musical Cabaret' in the LS Cafe on December 5th, and the annual 'Pops Concert' on December 11th.
- A 'House Cup Challenge' will motivate students through fun challenges, culminating on December 19th.
- HOPE Sudbury held their annual gift drive, and the Sudbury Holiday Village was held December 5th.

Subcommittee, Liaison, and Representative Updates

Finance Subcommittee Update

Cathie Bitter, *Finance Subcommittee Member*

Maura Carty, *Finance Subcommittee Member*

Jack Ryan, *Finance Subcommittee Member*

- The Finance Subcommittee reviewed the budget and discussed insurance.
- The next meeting will be Wednesday, January 7, 2026, the subcommittee plans to focus on student fees to develop a recommendation for the full committee.

Building Committee (Roof Project)

Maura Carty, *LSSC Member*

Andrew Stephens, *LSRHS Superintendent/Principal*

Jack Ryan, *LSSC Member*

- The RFQ for the OPM and the solicitation for the roof assessment quotes are progressing well.
- For the OPM, over 25 RFQ requests were received, and a mandatory site visit was scheduled for Friday, December 5, 2025.
- For the roof assessment, two responses were received out of six requests, with two more expected by the deadline-Wednesday, December 3, 2025.
 - The state law requires a minimum of three responses.

Regional Agreement Review Subcommittee

Ravi Simon, *member of the Regional Agreement Review Subcommittee*

Maura Carty, *member of the member of the Regional Agreement Review Subcommittee*

Cathie Bitter, *member of the member of the Regional Agreement Review Subcommittee*

Lisa Kouchakdijan, *member of the member of the Regional Agreement Review Subcommittee*

Kim Bodnar, *member of the member of the Regional Agreement Review Subcommittee*

- The subcommittee sent the agreement and DESE edits to lawyer Mark Terry, who made mostly technical and/or legal edits in early November, not substantively changing LS practices.
 - The subcommittee received Mark Terry's revisions, and DESE is currently reviewing the edits, with an update expected in the near future.

Information and Discussion

Policies Under Review (2nd Reading)

Lucy Maulsby, *Chair of the Policy Subcommittee*

Maura Carty, *Subcommittee member*

Charles Morton, *Subcommittee member*

IKFE - L-S Competency Determination

[IKFE - L-S Competency Determination](#)

- The following policy was for informational purposes only- second reading. A vote will take place at the next School Committee meeting on Tuesday, December 16th
 - IKFE - L-S Competency Determination

Action Items:

-VOTE: Ravi Simon motioned to approve two(2) items on the 'Consent Agenda', with amended edits from Jack Ryan regarding the 'Minutes for November 18, 2025.' Jack Ryan seconded the motion. The motion passed unanimously.

Public Comment

No Comment(s)

Adjournment

Jack Ryan motioned to adjourn the open meeting. Ravi Simon 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 9:53PM.