

LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT
SCHOOL COMMITTEE MINUTES
Tuesday, October 7, 2025

7:00PM

HYBRID

Present

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

Also Present

Susan Bottan, *LSRHS Interim Director of Finance and Operations*
Diana Delgado-Palaez, *LSRHS METCO Clinician*
Rebecca Mayer, *LSRHS Co-President of the Teachers' Association*
Marin Raniere, *LSRHS Student Senate*
Andrew Stephens, *LSRHS Superintendent/Principal*

Call to Order

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

-Chair Ravi Simon made a statement in which he acknowledged the Committee had received emails from parents regarding the scheduling of a 'Tri-District Calendar Subcommittee' meeting on the first evening of Yom Kippur. That meeting did not take place and was rescheduled. He thanked the families that reached out to thoughtfully express why this was hurtful, and expressed regret that this meeting and an earlier meeting had been scheduled on Eid al-Adha. Members of the Committee thanked the Chair for the statement and one Committee member wanted to acknowledge the significance of the date of the meeting as the anniversary of the October 7th attacks.

Public Comment

No Comment(s)

Consent Agenda

Ravi Simon, *Chair of LSSC*

- Approval of Minutes for Wednesday, September 24, 2025
[Minutes for September 24, 2025](#)
- Approval of Warrant/Vouchers [10-7-25 Payroll and Accounts Payable Warrant.pdf](#)
- Approval of Donations

Ravi Simon motioned to approve all three(3) items on the 'Consent Agenda'. Jack Ryan seconded the motion. The motion passed unanimously.

-Andrew Stephens mentioned the Minutes for Wednesday, October 1, 2025 will be added to the upcoming LSSC Agenda for Wednesday, October 22, 2025.

Student Senate

Marin Raniere, *LSRHS Student Senate*

- The Student Senate recently held the ninth-grade and officer elections for President, Vice-President, Secretary, and Social Media Coordinator.
- New members will be welcomed in a few weeks.

METCO Update

Diana Delgado-Palaez, *LSRHS METCO Clinician*

- The METCO program hosted a 'Story Bridge' program with authors Jennifer DeLeon and Adam Stumacher. Students were encouraged to craft stories about their identity.
- The 'Unity Club' hosted 'Fun Friday' on Friday, October 10th for Hispanic Heritage Month, preceded by an assembly where students shared their stories.
- On October 16th and October 17th, students attended the HBCU College Fair in Boston
- METCO Leadership Council meetings have resumed.

Teachers' Association Updates

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

- The college application season is in progress.
 - Maura Carty expressed gratitude for the counseling department's work on college recommendations.
- The first Racial Climate Community Group (RCCG) meeting was held on Monday, October 6th; where students focus on belonging and connectedness.
- Ashley Gomes and Amanda Klein hosted the 'Bionic Project' today, October 7th. The presentation included empathy for people with disabilities through soccer.
- The first 'Mentors in Violence Prevention' (MVP) training was held on Wednesday, October 8, 2025. Thank you Lori Hodin!

Director of Finance and Operations Report

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

Recommendation to contract On-site-Insight to Conduct 20 Year Capital Building Needs and Accessibility Assessment

[Recommendation to Contract for a Capital Building Needs and Accessibility Assessment.pdf](#)

- Susan Bottan recommended engaging On-Site-Insight (OSI) to conduct a Capital Building Needs and Accessibility Assessment.
- Quotes were solicited, with On-Site-Insight (OSI) offering \$27,500. OSI's audit focuses on the Building and Grounds, while a more comprehensive ADA audit incorporates technology and digital aspects.
 - Funding is available through the Building and Grounds revolving fund.
- Anticipate OSI assessing in April, a report will be provided by June for use in long-range capital planning.
 - The report will include a building snapshot, compliance issues, and a year-by-year cost breakdown for repairs and replacements.
- Other districts, like Minuteman Technical Regional High School, were pleased with OSI's thorough work.
- A more comprehensive plan requires budgeting due to higher costs.
- School Committee members agreed this initial step is worthwhile and allows for continued discussion about further improvements.
- A School Committee member inquired whether the difference between OSI and Habeeb Architect (H&A) quotes was due to the use of different accessibility standards (UFAS and ADA).
 - There was a suggestion that a quote from OSI for the ADA standard or having IACD evaluate both to find an ADA compliant evaluation within budget.
 - Andrew Stephens and Susan Bottan suggested a UFAS audit isn't fully comprehensive like a full ADA audit. A full ADA audit might be more expensive and require a bid process.
- A School Committee member expressed concern about the scope of a proposed accessibility assessment versus a full ADA audit, and the associated costs.
 - While agreeing with the value of a capital audit and addressing physical accessibility, the School Committee member emphasized that disability extends beyond physical limitations.
 - There was a recommendation as to why the broader disability concerns are not being addressed, due to budget constraints, seeking a cogent way to explain the limited scope to the community before supporting the proposal.
 - A School Committee member clarified that when using the term "disability", it is not intended to exclude physical disabilities, but current budget constraints prevent full support.
 - A School Committee member requested additional information about plans for the disabled community, and the financial implications of different ADA compliance options to justify their vote. As well as, what isn't covered

by the current bid compared to a full ADA compliance, and if future work would duplicate current efforts.

- A School Committee member discussed conducting a capital needs assessment and an ADA accessibility audit.
 - It was suggested separating the assessments for a more detailed capital plan and to inform budgeting.
 - The suggestion is to begin some work on accessibility, acknowledging it's not a complete ADA assessment, to gain momentum.
- The School Committee discussed exploring available grant money to alleviate budget concerns.
 - There's mention of state funding for accessibility projects, potentially after needs are identified.
- School Committee members suggested reviewing the '2021 ADA Audit' conducted by Sudbury Public Schools (SPS).

Presentation

- Athletic Fee Proposal (skiing)
Daniel Lee, *LSRHS Athletic Director*

[Athletic Fee proposal \(skiing\)](#)

[Revolving Funds Balances For Athletics FY23-FY25](#)

School Committee members appreciated the 'Athletic Fee Proposal for Alpine Skiing' presentation presented by LSRHS Athletic Director, Daniel Lee. The goal of the proposed fees is to improve the revolving account balance and address increases in transportation costs and other budget items.

- Currently, there are 60 members of the Alpine Ski Team who pay the base user fee (\$385), as well as being responsible for purchasing a season pass (\$500) at Nashoba Valley. LSRHS currently covers (\$50) of the pass. In total members pay \$835.
 - The total cost to families is approximately \$3,000. The operating budget includes \$7,000 for racing costs.
- An ongoing question is should the ski team follow a similar structure to the Boys and Girls Ice Hockey teams, where there is an increased user fee to help offset the overall cost of ice time rental, while LSRHS supplements the remaining balance.
- Option one involves increasing the user fee to \$500 or \$650, with LSRHS covering the season pass. Saving families \$185, with a \$14,000 impact on the revolving budget.
- Option two includes a \$700 season pass, saving families \$135, impacting the budget by \$11,000. Without budget money for the season passes, funds would

come from the revolving account, which has thin margins this year due to stipend increases.

- The recommendation is to maintain the budget as is this year and build potential increases into the budget process for the following years, while providing financial relief to skiers' families.

A School Committee member expressed concern around the Alpine Skiers being treated unfairly and requested additional information on how to improve the current situation this year. There was a suggestion to assess the budgetary impact and feasibility of options, comparing it to existing budget lines for similar activities.

Clarification on the proposals is requested before further discussion.

- The standard fee for each sport is \$385, except for Hockey, which is \$650, and skiing, which is \$835 due to additional pass costs. Golf utilizes a free course. Sailing requires a nominal permit fee.
- The long-term solutions involve adjusting the budget to alleviate stress on the revolving account, but this is not feasible this year.
 - The preferred option is aligning Alpine Skiing fees with Hockey fees, increasing the budget line item, and having the school cover more of the season pass.

A School Committee member was uneasy around judging the value of different sports experiences and suggested focusing on achieving fairness in the total cost of families. There was a suggestion around increasing the operating budget by \$5,000 to relieve pressure on the revolving budget; Or lowering fees over time as a bridge to a more equitable structure.

A motion was made, seconded, and passed unanimously (see Action Items below)

- 2025 L-S Climate & Belonging Survey Results
Sandy Crawford, *LSRHS Administrator Emeritus*

[2025 Community and Belonging Survey Presentation](#)

School Committee members appreciated the presentation Sandy Crawford provided to the full School Committee. Sandy Crawford addressed the results from a final belonging survey, developed with consultants and revised over time.

- In 2025, a voluntary survey was given to LSRHS students in April, yielding around 1000 responses. Response rates varied by grade, with younger students responding less. Boston residents were underrepresented, and slightly more male students responded. The survey used a forced-choice 'Likert Scale', and responses of four or three were considered affirmative.
- Responses from the survey were simplified by gender, race, IEP status, location, and income.
- One area of strength is that a growing number of students agree that at least one caring adult knows them well.
- Survey data shows a 2% increase in connection compared to 2024 and a 7% increase since 2023, following new initiatives.
- Gender differences in reported connection have flattened, suggesting progress toward equity.
- Non-binary and transgender students reported increased connection, and Asian American students are closer to the norm.
- Grade nine students reported slightly less connection.
- Students on IEPs reported more peer connectedness than last year but still less than those not on IEPs.
- A new "Middle Eastern or North African" (MENA) category was added to the survey.
- African American students consistently report feeling less connected to other students compared to white students.
- Most students feel physically and emotionally safe, though this varies by race, gender identity, and IEP status.
- Co-curricular activities are generally accessible, but less so for non-binary, transgender, and African-American students.
- Students generally feel comfortable asking staff for academic help.
 - Transgender and non-binary students are the least likely to ask for help and feel connected.

School Committee members learned the survey began in 2018, paused during the pandemic, yet has consistent data since 2021. Response rates have fluctuated, with the current rate at 74%, with uncertainty about the reasons for the fluctuation. School Committee members would like specific actions to be identified to improve student experiences/connections.

Subcommittee, Liaison, and Representative Updates

Wellness Committee

Charles Morton, *LSSC Member*

- On Wednesday, October 1st, the Wellness Committee met and discussed the following items:
 - Cell Phone protocol implementation
 - The Metrowest adolescent Health survey
 - Mentors and violence prevention (MVP)
 - Exam scheduling
 - Tri-annual policy review
 - Policies related to wellness will be identified and reviewed by committees, likely between late January and mid-February.
 - Anticipate this being discussed in the next Policies subcommittee meeting.

Remote Listening Session

Ravi Simon, *Chair of LSSC*

Maura Carty, *member of LSSC*

Ravi Simon and Maura Carty attended the 'Lincoln Sudbury School Committee Listening Session' on Monday, October 6th. Four parents joined and the following items were discussed:

- Some of the parents expressed disappointment and distrust regarding the Tri-District Calendar Subcommittee's initial scheduling of a meeting on Yom Kippur, and shared their experiences with anti-Semitism, expressing fear and a feeling of exclusion.
 - The discussion included the accommodation policy being developed and the idea of a dedicated fasting room for students at LSRHS was brought up.
- Ravi Simon and Maura Carty received an email afterwards appreciating the administration's work on AP class availability and requesting continued monitoring to ensure accessibility for all students.
- Ravi Simon said that he believed this subject ought to be discussed in more depth in a future meeting.

Information and Discussion

Roof Project

Maura Carty, *Member of LSSC*

Jack Ryan, *Member of LSSC*

Andrew Stephens, *LSRHS Superintendent/Principal*

- Maura Carty, Jack Ryan, and Andrew Stephens aim to form a 'Building Committee' for the roof project, with a motion ready for approval tonight.
- The 'Building Committee' will include Jack Ryan, Kevin Rossley, and Susan Bottan. In addition to- Nancy Marshall, a long time school committee member and Lincoln FinCom member. As well as Brooks Mostue, Robert (Bob) Jacobson, and John Darley; who all have experience in areas like architecture, project management, construction and community involvement.

A motion was made, seconded, and passed unanimously (SEE ACTION ITEMS BELOW)

Lincoln State of the Town Event

Ravi Simon, *Chair of LSSC*

- Lincoln's State of the Town event will be held on Saturday, November 1st, from 9:30am-12:30pm at the Lincoln School Learning Commons.
- Residents can receive updates from town committees and engage in discussions.
- The committee was invited to present a five-minute update on new, recent and/or upcoming activities, ideally with a table for further engagement.
 - Cathie Bitter and Maura Carty volunteered to represent the Lincoln Sudbury School Committee.

Superintendent/Principal Report

Andrew Stephens, *LSRHS Superintendent/Principal*

- The LS Musicians' Union takes place on Friday, October 24th in the LS Cafeteria at 5PM. The event raises money for the AIDS/HIV charity.
- Anticipate the annual FELS 'Thanksgiving Day Pie Sale'.
- Reconnecting with 'Community Connections' with LS Staff- Sarah Greeley and David Bloom was held on Wednesday, October 8th at 7:30PM in the LS Cafeteria to rebuild the community group impacted by the pandemic and inform parents about key topics related to raising children.
- LS students who recently attended the PASCH trip sent a very appreciative card to the School Committee.

Action Items:

-VOTE: Ravi Simon motioned to approve all three (3) items on the 'Consent Agenda'. Jack Ryan seconded the motion. The motion passed unanimously.

-VOTE: Jack Ryan motioned to approve the 'Athletic Fee for Alpine Skiing- \$650 for the user fee, with LSRSD covering \$500 for the season pass'. Charles Morton seconded the motion. The motion was passed unanimously.

-VOTE: Ravi Simon motioned to approve 'The creation of a 'Building Committee' to address the restoration and/or repair of the LSRHS's roof. The 'Building Committee' will be comprised of Brooks Mostue, Bob Jacobson, Nancy Marshall, John Darley, Jack Ryan, Maura Carty, Kevin Rossley, Andrew Stephens, with Susan Bottan as an ex officio. The committee plans on retaining an OPM, obtaining bids, and overseeing the project's completion as well as reviewing the restoration plan approved last November'. Charles Morton seconded the motion. The motion passed unanimously.

Public Comment

Stacy Ladieu, Sudbury, MA.

"Thank you very much for the thoughtful dialogue regarding the ski team!"

"My main point is that I want you to really think about considering the athletics budget going forward. I didn't necessarily need my fees to be less. I needed to make sure that my fees were going to be fair with the other sports who also have the same operating cost."

"We all have different opinions on whether we should pay for the pool or not. However this is the first year that the swim team is being charged to pay outside of \$385. The swim team has an operating cost that is similar to the ski team's operating cost, if their passes were fully paid for. Parents/Guardians are paying approximately \$790. I've been paying \$790 for two kids on the Ski team for many years. I had no idea there are [some] teams that have not paid anything out of the \$385 cost, until the raising of the fees became a topic. In which I started seeing the numbers....which in turn upsetted me."

"When this matter was initially brought to the committee, the committee rolled over it- stating, 'We'll talk about this later!' I feel like the ski team is the redhead stepchild- Now, we're breaking the budget! Is the hockey team going to have cuts? Is the swim team going to be considered for cuts? No, so we all have around 60 kids. I think we need to retool the teams. What are the expenses, and how are they spread amongst the teams."

"Let's make it a little more affordable for everybody. Thank you for the very thoughtful discussions tonight."

Adjourn to Enter into Executive Session without Return to Open Meeting

Ravi Simon motioned to adjourn to executive session without return to open meeting to discuss strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel. Jack Ryan 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 8:38PM.