

**LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT
SCHOOL COMMITTEE MINUTES
Wednesday, April 8, 2026**

7:00PM

HYBRID

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*
Jasier Castillo, *LSRHS METCO Student*
Iyana Ceden, *LSRHS METCO Student*
Damen Kelton, *LSRHS METCO Director*
Rebecca Mayer, *LSRHS Co-President of the Teachers' Association*
Andrew Stephens, *LSRHS Superintendent/Principal*

Call to Order

Chair Ravi Simon called the meeting to order at 7:03PM.

Public Comment

No Public Comment(s)

Consent Agenda

Ravi Simon, *Chair of LSSC*

- Approval of Minutes: [Approval of Minutes](#)
- Approval of Payroll & AP Warrant [Payroll & AP Warrant](#)
- Approval of Donations/Grants [Boosters Donation](#)
- Declare Surplus Property [Request to Declare Surplus Property](#)

Ravi Simon motioned to approve the four(4) items on the 'Consent Agenda'. A School Committee member inquired about the \$800 Booster donation, a field rental fee for the spring fitness program. Jack Ryan seconded the motion. Six(6) out of six(6) members of the School Committee were in favor via roll call vote. The motion passed unanimously. (SEE ACTION ITEMS SECTION)

Student Senate Report

No Update

Teachers' Association Updates

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

- Quarter three grades were submitted, and various assemblies and events took place, including an 'MVP: Healthy Relationship' assembly for Sophomores.
 - A Holocaust speaker addressed ninth graders.
 - The 'MLK Action Project' hosted an assembly with the founders of "Bearing Witness", focusing on immigration rights.
- On Wednesday, April 29th, the LSTA plans to host a 'Silent Auction' fundraiser for the Paul Vernon Scholarship.
- The literary magazine, "The Fountain", held an issue release and open mic night.

Presentations

L-S METCO Program Presentation

Damen Kelton, *LSRHS METCO Director*

L-S METCO Program Presentation

The School Committee expressed admiration for Damen Kelton's dedication to the students and appreciated the informative 'METCO Program' presentation provided by Damen Kelton. The METCO program provides Boston students with an equal opportunity to a better education and resources. The program fosters a sense of belonging and community among students with diverse backgrounds. With the various programs, HBCU partnerships, special skills groups, and college readiness initiatives, students have been given an equal opportunity to attend prestigious schools. Additionally, Damen Kelton provides one-on-one college advising for Seniors, helping with applications and career preparation, including internships.

A School Committee member and Damen Kelton discussed the recurring challenges and opportunities for improvement.

- The need for growth potential within the role to avoid feeling stagnant.
- The impact of the district's decisions on METCO students. For instance, school start times, school holidays, and/or early releases are particularly concerning regarding attendance policies.
- There continue to be challenges with transportation for after-school activities.
- The financial barriers for METCO students to attend and participate in exchange programs and/or international trips.

Damen Kelton emphasizes the importance of the School Committee's support for new ideas, especially regarding transportation.

Superintendent Evaluation Goals

Andrew Stephens, *LSRHS Superintendent/Principal*

Superintendent Evaluation Goals Presentation

- Superintendent/Principal Andrew Stephens appreciated the 'Supt./Principal Evaluation Subcommittee's feedback process. The subsequent goals are based on core values and objectives:
 - Advisory discussions
 - Educational opportunities for staff on ethical AI use (a completed professional goal).
 - Progress on the '25-30 Strategic Plan' with action plans for the 26-27 school year.
 - Aligning instructional experiences, engaging staff on alignment, and initiating multi-year departmental curriculum discussions.
- Andrew Stephens discussed revising instructional and assessment guides created years ago, focusing on content, strategies, and skills
 - The Admin. Team allocated time in faculty and department meetings for this revision.
- The Superintendent Induction Program has been very helpful, especially around AI discussions for staff.
 - There were two advisory sessions on supporting students with AI and addressing challenges, which were shared in previous newsletters.
 - The academic dishonesty handbook focuses on academic integrity, including expectations regarding AI use.
- A teacher improvement plan cycle is discussed, focusing on using data to track (and analyze) student progress from the beginning to the end of the year, including those identified as needing support.
- The use of surveys plans to identify mental needs while planning to improve communication through a new website.
- Andrew Stephens acknowledged the significant workload and cultural shifts involved, emphasizing the need for balance and careful consideration of new tasks to avoid overwhelming staff.
- School Committee members discussed setting an earlier deadline for evaluations, aiming to complete them by Friday, April 17th.

Review of Final Report of the Special Commission on Combating Antisemitism

Andrew Stephens, *LSRHS Superintendent/Principal*

SCCA Recommendations Presentation

The Massachusetts Special Commission on Antisemitism report provides findings and recommendations for K-12 and higher education. This includes addressing offensive speech, especially when it crosses the line into hateful conduct. The report highlighted the IHRA working definition of antisemitism as a non-legally binding tool to identify its manifestations.

The report recommended establishing a statewide bias reporting system, developing pilot programs in districts, and integrating a curriculum within the state's frameworks related to historically marginalized students within the schools and communities. The goal is to provide culturally responsive education and active bystander training to address discrimination and promote respect for human differences, particularly through assemblies, advisory sessions, student handbooks, and/or a reporting form.

LSRSD is committed to its core values, respecting human differences, and supporting students against hate, bias, and discrimination, including antisemitism. While some practices are good, more work is needed to ensure all feel welcome and safe, with education being key.

A School Committee member suggested proactive work on this matter, believing data collection would help understand incident trends and provide context for ongoing efforts. As well as emphasizing the need to understand and address community and student needs, focusing on finding solutions through discussion and collaboration.

Director of Finance and Operations Report

Susan Bottan, *LSRHS Interim Director of Finance and Operations*

Boosters Donation

- Susan Bottan clarified that the \$800 Booster Donation from earlier. The indoor field rental was due to inclement weather during tryouts for baseball, softball, and tennis, as the Boosters reimbursed the athletic program.

Transportation Contract 2nd Extension Request Memo

- Susan Bottan requested a vote to approve a one-year extension for transportation services with First Student, the second year of a two-year extension within a five-year contract shared with Sudbury Public Schools.
- School committee members discussed the upcoming bid process at the end of these five years, noting the challenge of often receiving only one bid, which can lead to higher costs.
 - School Committee members emphasized the importance of releasing bids early to attract more competitive offers, and are waiting for SPS, which controls the bid, to initiate the process.

Maura Carty motioned to approve 'a second one-year extension for the First Student transportation contract, covering general education and one special education van.' Charles Morton seconded the motion. Six(6) out of six(6) members of the School Committee were in favor via roll call vote. *The motion passed unanimously.*

(SEE ACTION ITEMS SECTION)

Superintendent/Principal Report

Andrew Stephens, *LSRHS Superintendent/Principal*

- Final assessments for students are on June 16th-18th and 22nd.
- Graduation is scheduled for Sunday, June 7th, at 2pm, with a rain date Saturday, June 6th, at 2pm.
- The annual 'Global Scholars Capstone' event features student project presentations.
 - Day presentations are on Wednesday, April 15th, and night presentations are on Thursday, April 16th. Topics include diverse subjects like the evolution of the semiconductor industry in Taiwan, Cuban life through music, and Hispanic communities.
- Andrew Stephens discussed the Atkinson Scholarship, which offers up to \$7,500 annually to high school students through an application process.
 - Congratulations to the list of scholarship recipients.
 - Thank you, 'Sudbury Foundation', for your ongoing support.
- On Friday, May 1st, the S.A.D.D Club facilitates a 'Mock Crash' for 11th and 12th graders.

Bus Strike Update

Andrew Stephens informed the School Committee that LSRSD faced a potential bus strike by 'Teamster' bus drivers in Washington, D.C., prompting concerns regarding alternative transportation.

Subcommittee, Liaison, and Representative Updates

Lincoln Town Hall Meeting 3/28 - Regional Agreement

Ravi Simon, *Chair of LSSC*

- The 'Regional Agreement' received a unanimous vote to improve the updates.

MA House Cell Phone Legislation

Ravi Simon, *Chair of LSSC*

- The Massachusetts House is considering a bill that would ban social media accounts for those under 15, require parental consent for 15 and 16-year-olds, and implement a statewide ban on cell phones in schools.
 - The bill is more restrictive than similar legislation in other states, and while it may face negotiation, it is likely to pass.

Superintendent/Principal Evaluation Subcommittee

Policy Subcommittee

Lucy Maulsby, *Chair of the Policy Subcommittee*

Maura Carty, *Subcommittee member*

Charles Morton, *Subcommittee member*

- The 'Policy Subcommittee' announced that several policies, particularly those related to fundraising, are moving forward for review.
- Subcommittee members are updating language in existing policies, such as communication protocols, to reflect current practices like using LS email accounts.
- Future meetings will address wellness-related policies.
- Maura Carty expressed gratitude for the subcommittee's work, highlighting the significant accomplishments and productive discussions during the process.

Information and Discussion

Approval of China Trip - 2027

Andrew Stephens, *LSRHS Superintendent/Principal*

- A trip proposal for students to attend an international trip to China in 2027 will include cultural activities in Beijing, the Great Wall of China, and visits to many other locations.

Jack Ryan motioned to approve 'the 2027 International Trip to China'. Cathie Bitter seconded the motion. Six(6) out of six(6) members of the School Committee were in favor via roll call vote. The motion passed unanimously.

(SEE ACTION ITEMS SECTION)

Follow-up discussion on Electric Vehicle First Policy

Ravi Simon, *Chair of LSSC*

[Fuel-Efficient-Vehicle-Policy-LSRSD-2012](#) (reference)

[LSRSD-memo-Zero-Emissions-Vehicle-First-policy-3-24-26-letterhead](#)

- School Committee members raised concerns around school vans needing non-electric options due to distance, which will be addressed through data collection.
- Charging infrastructure is currently being explored.

*Jack Ryan motioned to approve 'Waiving [Policy BGB \(Policy Adoption\)](#), to adopt the [Sudbury-Zero-Emissions-Vehicle-First-Policy-draft](#)'. Maura Carty seconded the motion. Six(6) out of six(6) members of the School Committee were in favor via roll call vote. The motion passed unanimously. ***(SEE ACTION ITEMS SECTION)****

*Jack Ryan motioned to approve 'the [Sudbury-Zero-Emissions-Vehicle-First-Policy-draft](#)'. Maura Carty seconded the motion. Six(6) out of six(6) members of the School Committee were in favor via roll call vote. The motion passed unanimously. ***(SEE ACTION ITEMS SECTION)****

Continued Discussion Regarding the Electric Vehicle First Policy

- School Committee members discussed whether the approved policy should be included in the existing policy manual.
 - Concerns were raised around the recent (approved) policy, which is a state contract, differs significantly from other policies, and might be a standalone document.
 - There's a request to properly document the policy to avoid future confusion, with suggestions to place it in the policy handbook.

Policies Under Review (1st Reading)

Lucy Maulsby, *Chair of the Policy Subcommittee*
Maura Carty, *Subcommittee member*
Charles Morton, *Subcommittee member*

- The following policy was for informational purposes only- first reading. A discussion will occur at the next School Committee meeting on Tuesday, April 28th.
 - KBE/ Relations with Parent and Booster Organizations
[KBE/ Relations with Parent and Booster Organizations](#)
 - JJE/Student Fundraising Activities
[JJE/Student Fundraising Activities](#)
 - KHA/Public Solicitations
[KHA/Public Solicitations](#)
 - BHE/Electronic Messaging by SC Members
[BHE/Electronic Messaging by SC Members](#)

Action Items:

-VOTE: Ravi Simon motioned to approve the four(4) items on the 'Consent Agenda'. A School Committee member inquired about the \$800 Booster donation, a field rental fee for the spring fitness pilot program. Jack Ryan seconded the motion. Six(6) out of six(6) members of the School Committee were in favor via roll call vote. The motion passed unanimously.

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Public Comment

No Public Comment(s)

Adjournment

Ravi Simon motioned to adjourn the open meeting. Lucy Maulsby 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 9:49PM.