

**LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT
SCHOOL COMMITTEE MINUTES
Tuesday, September 22, 2026**

7:00PM

HYBRID

Present

Cathie Bitter, *Chair*; Charles Morton, *Vice Chair*:
Maura Carty, Jason McLure, Jack Ryan, and Ravi Simon

Also Present

Lisette Gil-Sanchez, *LSRHS M.E.T.C.O Parent Representative*
Dr. Susan Gilson, *LSRHS Director of Finance and Operations*
Rebecca Mayer, *LSRHS English Teacher/President of ExecTA*
Andrew Stephens, *LSRHS Superintendent/Principal*

Call to Order

Chair Cathie Bitter called the meeting to order at 7:01PM.

Public Comment

No Public Comment(s)

Consent Agenda

- Approval of Minutes | [Minutes for September 8, 2026 LSSC Meeting](#)
- Approval of Payroll & AP Warrant | [Payroll & AP Warrant](#)
- Approval of Donations/Grants | [LSPO Annual Donation](#)

Jack Ryan motioned to approve all three(3) items on the 'Consent Agenda'. Jason McLure seconded the motion. The motion passed unanimously.
(SEE ACTION ITEMS SECTION)

Student Senate Report

No Updates

METCO Report

No Updates

Teachers' Association Updates

Rebecca Mayer, *LSRHS English Teacher/President of ExecTA*

- Rebecca Mayer shared that 'Back-To-School Night' was a success and highlighted that school sports and clubs are currently up and running.
- She mentioned recent engagement with the Bionic Project, an initiative centered around understanding human differences.
- She also noted attendance at a recent MTA meeting, where details were presented regarding a mentorship initiative for educators of color.

Presentations

Andrew Stephens, *LSRHS Superintendent/Principal*

[2026-2027 Strategic Action Plans/ L-S School Goals](#)

- Superintendent/Principal Andrew Stephens introduced the new Strategic Action Plan for Lincoln-Sudbury High School, establishing a single framework that combines the school's overarching goals and strategic priorities.
- Covering the 2025–2030 timeframe, the plan highlights key areas including staff and student well-being, curricular engagement, and addressing achievement gaps.
- Core initiatives include refining advisory programming, launching a "connectedness of belonging" survey for enhanced student and family insights, and prioritizing professional development that fosters strong staff connections.
- The school remains dedicated to narrowing achievement gaps through enhanced family engagement and targeted outreach for Boston-based families in the METCO program.
- To address the underrepresentation of marginalized and special education students in advanced coursework, the plan prioritizes providing tailored academic support.
- Current academic support programs are being evaluated alongside an ongoing multi-year review that uses objective external feedback, departmental research, and updated instructional approaches.
- Upcoming effort areas include forming an AI professional development working group, incorporating compassion-based learning practices, and training faculty to use visual storytelling in instruction.
- Efforts to broaden teaching strategies, examine innovation pathways, and offer concurrent enrollment options to enrich student learning were also highlighted.
 - Career Center Counselor Jill Curry is expected to present on these upcoming initiatives.

- The presentation considered how to balance standardized curriculum frameworks with the school's tradition of teacher autonomy and creative course design, proposing curriculum mapping as a helpful tool.

School Committee members discussed the need for greater transparency around concurrent enrollment, departmental processes, and student pathways, while expressing concerns about cross-departmental consistency to be addressed in future sessions.

- Andrew Stephens noted that while various professional development sessions have been conducted, the objective is to shift from isolated workshops toward a cohesive, long-term scope and sequence.

[2026-2027 Superintendent/Principal Goals](#)

Superintendent/Principal Andrew Stephens outlined his professional goals for the 2026–2027 school year. These objectives align with DESE standards, the district's strategic plan, and an alignment framework combining superintendent and principal evaluation rubrics.

- **Student Learning Objectives**
 - Explore options for introducing Innovation Pathways alongside enrollment opportunities.
- **Professional Practice Goals**
 - Deepen expertise regarding artificial intelligence in education.
 - Engage with a regional superintendent network to exchange leadership strategies and tackle shared administrative challenges collaboratively.
- **District Leadership & Operational Priorities**
 - Conduct 100 annual classroom visits to observe instructional practices.
 - Utilize data to inform district decision-making and implement targeted student support initiatives.
 - Administer periodic surveys to measure school climate and culture.
 - Establish a mechanism for logging bias incidents and reporting them to the School Committee to maintain transparency and accountability.
- **Community Engagement & Organizational Alignment**
 - Enhance family outreach and communication, building on recent successes like the combined back-to-school nights.
 - Gather broader feedback from staff to support administrative visibility and maintain shared institutional alignment through professional learning and strategic planning.

Members of the School Committee commended the presentation for its logical structure and clear connection between the superintendent's personal goals and broader district benchmarks.

Director of Finance and Operations Report

Dr. Susan Gilson, *LSRHS Director of Finance and Operations*

FY28 Capital Plan | Vote to accept FY28 Capital Requests

[OSI Capital Needs Assessment for LSRSD](#)

[Memo: L-S FY28 Capital](#)

[Presentation Capital Plan](#)

- Dr. Susan Gilson outlined updates to the upcoming capital plan, which requires submission to the Town of Lincoln by Friday, September 25.
 - The projected cost for four heat pumps was increased to \$27,500 plus bid assistance, reflecting a 10% contingency added in response to vendor recommendations.
 - LS Technology Director Dennis Phillips provided a \$100,000 cost estimate to upgrade 285 phone units for E911 regulatory compliance.
 - Initial replacement will focus on black office phones, while administration continues to assess whether a secondary phase is needed for remaining classroom handsets.
- To ensure full transparency for all community stakeholders, the District is aligning with Lincoln and Sudbury on updated, comprehensive capital forecasts—including major facility needs such as parking area and roof replacements.

School Committee members discussed their schedule of upcoming sessions with local officials and capital planning committees. The committee emphasized the need for flexibility during budget development while staying true to district priorities against available revenue, and noted plans to address grant qualification guidelines at the next meeting.

Jack Ryan motioned to approve 'the FY28 capital request totaling \$489,715'. Ravi Simon seconded the motion. The motion passed unanimously.

(SEE ACTION ITEMS SECTION)

Transportation Contract Bidding Process Update

- In partnership with the Sudbury Public Schools, the district is revising the transportation bid to ensure both districts are accurately represented.
- To keep the bid on track for the upcoming budget cycle, School Committee members asked for prompt feedback.
 - Draft feedback is requested by September 29th to support posting the finalized bid by Thursday, October 1st.
 - The project team targets November 15th for awarding the contract.

Superintendent/Principal Report

Andrew Stephens, *LSRHS Superintendent/Principal*

- Lincoln-Sudbury Regional High School was honored with National Banner recognition from Special Olympics North America, celebrating its dedication to community values and inclusive education.
- Superintendent/Principal Andrew Stephens noted a successful 'Back-To-School Night' and commended faculty member Shea Justice for an art exhibition at the LexArt Gallery.
- The proposed school trip to Rwanda has been canceled due to the U.S. State Department travel advisories and health concerns surrounding the Ebola virus.

Subcommittee, Liaison, and Representative Updates

Superintendent Evaluation Subcommittee

Maura Carty, subcommittee member

Jason McLure, subcommittee member

Charles Morton, subcommittee member

- The 'Superintendent Evaluation Subcommittee' reviewed goals and established a meeting schedule for February and April.

Finance Subcommittee

Maura Carty, subcommittee member

Cathie Bitter, subcommittee member

Jack Ryan, subcommittee member

Lisette Gil-Sanchez, subcommittee member

- The 'Finance Subcommittee' discussed ongoing capital projects, MSBA heat pump eligibility, and research into next year's health insurance costs.
- Members of the subcommittee also reviewed athletic fund forecasts following fee increases and have begun comparing building fees with other districts.

Policy Subcommittee

Maura Carty, subcommittee member

Ravi Simon, subcommittee member

Charles Morton, subcommittee member

Lisette Gil-Sanchez, subcommittee member

- The 'Policy Subcommittee' recently met to discuss updates regarding concussion and head injury policies, building fees, and the transition to a new Regional Agreement.
- These items will be further refined before being presented to the full committee.

Information and Discussion

LSSC 2026-2027 Goals Discussion

Cathie Bitter, Chair of LSSC

DRAFT LSSC 2026-2027 Goals

- The committee met to review and refine draft school goals, beginning with a focus on fostering an inclusive, safe, and connected school community.
 - Members provided feedback on language to ensure the goals effectively addressed human differences and community outreach.
 - Additionally, members discussed program quality, specifically reviewing new objectives regarding school calendar assessment, data-driven school improvement plans, and the evaluation of advisory programs.
- The committee explored innovative career pathways, dual enrollment, and the creation of an alumni network to bolster student readiness.

Jason McLure motioned to approve “the 2026-2027 LSSC Goals”. Ravi Simon seconded the motion. The motion passed unanimously.

(SEE ACTION ITEMS SECTION)

MASC Conference

Cathie Bitter, Chair of LSSC

- Committee Chair Cathie Bitter provided a reminder regarding the upcoming ‘MASC/MASS Conference’ scheduled for November 4–6 in Danvers, MA. Members interested in attending were asked to notify Sharita Langston.
 - Jason McLure and Maura Carty noted that they plan to attend.

Listening Sessions Sign-Up

Cathie Bitter, Chair of LSSC

- To coordinate dates and times, Chair Cathie Bitter requested that members register for a minimum of one of the four virtual Listening Sessions planned for the year, with each session run by a pair of members.
 - In order to maximize participation, every ‘Listening Session’ will be announced to the community through the LSPO, ParentSquare, and the school website.

Lincoln State of the Town 10/24/26

Cathie Bitter, Chair of LSSC

- Scheduled for October 24th, the Lincoln State of the Town meeting will feature an update from Chair Cathie Bitter on the School Committee's goals, following last year's format.
- To prepare for the presentation, Chair Bitter invited committee members to share suggestions regarding key items to highlight.

Action Items:

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

-VOTE: Jack Ryan motioned to approve 'the FY28 capital request totaling \$489,715'. Ravi Simon seconded the motion. The motion passed unanimously.

-VOTE: Jason McLure motioned to approve 'the 2026-2027 Lincoln Sudbury School Committee Goals'. Ravi Simon 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 9:06PM.