

Sudbury School Committee  
Meeting Minutes  
September 24, 2024

**Members Present:**

Nicole Burnard, Chair  
Meredith Gerson, Vice Chair  
Karyn Jones  
Mandy Sim  
Mary Stephens

**Also Present:**

Rebecca Amaral, Kindergarten Teacher  
Brad Crozier, Superintendent  
Annette Doyle, Assistant Superintendent  
Sandra Duran, Combined Facilities Director  
Jeff Lappin, Assistant Director of Student Services  
Michael Neagle, Grade 8 English Teacher  
Annya Pedreschi, Team Chair  
Sarah Rivera, Kindergarten Teacher  
Don Sawyer, Director of Business and Human Resources  
Angela Spirito, SEA Representative and Kindergarten Teacher

**Regular Session Meeting**

Chair Nicole Burnard opened the meeting at 7:00 p.m. She performed a roll call and made an announcement that the session is being recorded, shared live for the public to see and hear and there should be no expected right to privacy, as this is a public forum. Meredith Gerson, Mandy Sim, and Mary Stephens all affirmed in the positive.

1. Special Matters
  - a. Recognition of Michael Neagle
    - i. Mr. Neagle, an 8th grade civics and ELA teacher, discussed the United States Institute of Peace and its connection to his work at Curtis Middle School. For the International Day of Peace project, students created origami peace cranes to honor Sadako's wish for global peace.

Karyn Jones joined the meeting.

- b. SMILE and Explore Presentation (Rebecca Amaral, Annette Doyle, Jeff Lappin, Annya Pedreschi and Sarah Rivera)
        - i. A review of the ESY and SMILE program was provided by Ms. Amaral, Mr. Lappin, Ms. Pedreschi and Ms. Rivera.
        - ii. The presentation covered the program's objectives, recent changes and recommendations for next year's program. It also included information on enrollment, staffing, student goals, and survey results.

- iii. The Committee's questions focused on yearly growth data trends and capability concerns as well as the percentage of invited vs. accepted students. They also expressed appreciation for the program's inclusiveness and highlighted how the program helps with student transition.

## 2. Public Comment

- a. Len Simon, Sudbury resident, addressed the role of the Combined Facility Director and asked the Committee to share any performance related concerns with the Combined Facility Director and Superintendent and to consider fiscal responsibility when making decisions related to the position.

## 3. Educational and Operational Matters

### a. SEA Report (Angela Spirito)

- i. Ms. Spirito shared highlights from the recent Open Houses from the elementary schools.
- ii. Highlights include the prep that goes into planning for the open houses, what they review during Open House and what a typical day looks like for students.

### b. District Reports

#### i. Director of Business and Human Resources Report

- 1. The Business Office is working on the FY26 budget by preparing the foundation budget and budget tools. They are also processing the annual financial reporting submission for FY24 to the state.
- 2. The First View App will be up and running next week.

#### ii. Assistant Superintendent Report

- 1. An update on tomorrow's ILAP day was provided. This includes Betsy Grams leading SEL work at the middle school, while elementary schools will focus on Bridges 3. ELA pilot teachers are meeting, special educators are working on the new IEP, and phenomena-based science is being reviewed.
- 2. Questions surrounded the Bridges program and how many classrooms are using it?

#### iii. Superintendent's Report

- 1. Open Houses for grades 6 - 8 were reviewed highlighting the Hidden in Plain Sight program.
- 2. As part of DESE compliance, the cycle for tiered focused monitoring will include a review of Student Services, EL and civil rights.
- 3. Superintendent Crozier has been appointed to the state's AI taskforce. A facilitator for the taskforce recently visited the middle school to speak with 8th graders about potential ways they might use AI outside the classroom.
- 4. Questions about whether reports will be provided from the sessions and if comparisons between different listening sessions will be made.

## 4. Business and Policy Matters

- a. ADA Transition Update, Sandra Duran

- i. Ms. Duran provided updates including public address and assisted listening systems installation, installation of classroom red cats as well as priority 1 items from Articles 32 and 34.
  - ii. The conversation focused on ADA compliance, improving accessibility, and universal design, with an emphasis on ensuring children with disabilities can move around more freely. There were questions about the ongoing efforts and progress toward achieving these goals. Clarification was asked about assisted listening systems and the audiovisual project at Curtis. Clarification on quotes around the visual systems at Curtis, balances on the warrants and a breakdown of where the funds are related was asked by the Committee.
  - iii. A member congratulated Ms. Duran on attaining the MOD grant.
  - iv. A member asked for a better understanding of how budget overages will be used, along with a timeframe.
- b. FY25 Capital Projects
- i. These will be voted on at a future meeting as the supporting materials were absent from the packet for the Committee to review.
  - ii. Ms. Duran is seeking approval on projects including carpet replacement, VCT tile replacement, bathroom partitions and replacements, painting and ceiling tile replacements.
  - iii. Questions surrounded the priority of exterior and interior door replacements and how Capital items are decided upon. Additionally, clarification on when small and large cap items are due to the Town was asked.
- c. SRO Discussion
- i. Chair Nicole Burnard shared that Chief Nix confirmed that SPD is beginning to remedy their staffing shortage.
  - ii. The Committee discussed the benefits and concerns of sending a letter of support for the SRO positions to the Select Board, and decided not to send.
- d. Meeting Request to Discuss Combined Facilities MOA
- i. Vice Chair Meredith Gerson moves to authorize School Committee Chair Nicole Burnard and Superintendent Crozier to meet with the Select Board Chair and the Town Manager to discuss the Combined Facilities MOA. Mandy Sim seconded the motion.
  - ii. Chair Burnard reviewed the timeline for when this topic had been brought up in the past. Because it had previously been voted to allow for the former School Committee Chair to engage in discussions, this would need to be voted on to approve the current Chair to engage in this discussion.
  - iii. The Committee sought clarification on whether the discussions would focus on the MOA itself or the implementation of the agreement.
    1. ROLL CALL VOTE
      - a. Mandy Sim: Aye
      - b. Mary Stephens: Aye
      - c. Meredith Gerson: Aye
      - d. Karyn Jones: Aye
      - e. Nicole Burnard: Aye

- i. **Vote:** 5-0. Motion passes.
  - e. Monthly Accounts Payable and Payroll Warrants Submission
    - i. No further action required by the Committee.
  - f. Future Agenda Items
    - i. A member requested to review district goals for FY24.
- 5. Executive Session
  - a. Motion and vote to convene in executive session and then return to open session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purposes:
    - i. Purpose (3) to discuss strategy with respect to and in preparation for collective bargaining or litigation with the Nurses' Union, because an open discussion may have a detrimental effect on the bargaining position of the Committee.
    - ii. Purpose (7) to review and approve minutes from the Sudbury School Committee executive session meeting of September 9, 2024.
      - 1. Vice Chair Meredith Gerson moves to convene in executive session and return to open session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purposes. Purpose 3 to discuss strategy with respect to and in preparation for collective bargaining or litigation with the Nurses' Union, because an open discussion may have a detrimental effect on the bargaining position of the Committee and purpose 7 to review and approve minutes from the Sudbury School Committee executive session meeting of September 9, 2024. Mandy Sim seconded the motion.
        - a. ROLL CALL VOTE
          - i. Mary Stephens: Aye
          - ii. Meredith Gerson: Aye
          - iii. Karyn Jones: Aye
          - iv. Mandy Sim: Aye
          - v. Nicole Burnard: Aye
        - 1. **Vote:** 5-0. Motion passes.
      - 2. Chair Nicole Burnard confirmed the Committee will enter into executive session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purposes. Purpose 3 to discuss strategy with respect to and in preparation for collective bargaining or litigation with the Nurses' Union, because an open discussion may have a detrimental effect on the bargaining position of the Committee and purpose 7 to review and approve minutes from the Sudbury School Committee executive session meeting of September 9, 2024 and will return to open session.

Chair Nicole Burnard confirmed the Committee returned to open session at 10:26 p.m. She performed a roll call and made an announcement that the session is being recorded, shared live for the public to see and hear and there should be no expected right to privacy, as this is a public forum. Mandy Sim, Meredith Gerson, Mary Stephens, Karyn Jones and Nicole Burnard all affirmed in the positive.

- 6. Adopt CBA terms for MNA

- a. Vice Chair Meredith Gerson moves to adopt all of the amended CBA terms contained within the School Committee's best last and final offer to the Union following the Department of Labor Relation's August 13, 2024 Certification that the collective bargaining process between the School Committee and the Massachusetts Nurses Association has been completed pursuant to Section 9 of the M.G.L. c. 150E and Department of Labor Regulations, 456 CMR 21.18, and authorize the School Committee Chair to sign after MNA review. Mandy Sim seconded the motion.
- b. No further discussion or questions.
  - i. ROLL CALL VOTE
    - 1. Meredith Gerson: Aye
    - 2. Mary Stephens: Aye
    - 3. Mandy Sim: Aye
    - 4. Karyn Jones: Aye
    - 5. Nicole Burnard: Aye
  - a. **Vote:** 5-0. Motion passes.

7. Adjournment

- a. Nicole Burnard moved to adjourn the meeting at 10:29 p.m. Meredith Gerson seconded the motion.
  - i. ROLL CALL VOTE
    - 1. Meredith Gerson: Aye
    - 2. Mary Stephens: Aye
    - 3. Mandy Sim: Aye
    - 4. Nicole Burnard: Aye
  - a. **Vote:** 4-0. Motion passes..

Respectfully Submitted,  
Julie Williams  
Executive Assistant to the Superintendent

**Documents Reviewed During the September 24, 2024 School Committee Meeting**

- 1. **Summer Learning Programs 2024**
- 2. **ADA Transition Plan Update to School Committee 9.20.2024.pptx**
- 3. **SC Meeting Warrant Summary - 091924**