

Sudbury School Committee
Meeting Minutes
June 16, 2025

Members Present:

Karyn Jones, Chair
Jessica McCready, Vice Chair
Nicole Burnard
Mandy Sim
Betsy Sues

Also Present:

Brad Crozier, Superintendent
Annette Doyle, Assistant Superintendent
Don Sawyer, Director of Business and Human Resources

1. Open Executive Session

Chair Karyn Jones opened the meeting at 6:01 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. Nicole Burnard, Mandy Sim, Jessica McCready and Karyn Jones affirmed in the positive.

Chair Karyn Jones then made a motion to convene in executive session and to 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 with the Sudbury Nurses' Association the Sudbury Education Association, the Education Support Professionals Association, and Custodians (Units A, B & C) 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 June 6, 2025. Vice Chair Jessica McCready seconded the motion.

ROLL CALL VOTE:

Mandy Sim: Aye
Nicole Burnard: Aye
Jessica McCready: Aye
Karyn Jones: Aye

Vote: 4-0. Motion carries.

Chair Jones confirmed the motion passed and that the Committee will convene in executive session and will 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 with the Sudbury Nurses' Association the Sudbury Education Association, the Education Support Professionals Association, and Custodians (Units A, B & C) 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 June 6, 2025.

2. Open Regular Session

Chair Karyn Jones opened the regular session meeting at 7:04 p.m.

3. Public Comment

- a. Vidya Parwani, Sudbury resident, shared her concerns regarding an issue of anti Asian racism at Curtis Middle School.

4. Educational and Operational Matters

a. District Reports

i. Director of Business and Human Resources Report

1. Mr. Sawyer reported that the business office is working on closing the fiscal year on June 30th including the last payroll of the year as well as grant and revolving fund closeouts.

ii. Assistant Superintendent Report

1. Lauren Egizio has received a \$6,500.00 genocide education grant to support an author visit by Kati Preston, purchase books, and help cover transportation costs for middle school students to visit the American Heritage Museum in Hudson.
2. EL training starts tomorrow.
3. Congratulations to Michelle Savage for collecting art donations for MGH Children's Child Life Department in honor of Colby Caravaggio, former Noyes art teacher.

iii. Superintendent's Report

1. Moving On Ceremonies were held throughout the District last week.
2. Planning is already underway for the next school year including hiring, curriculum development and scheduling.
3. Report cards, IEP and ELD progress reports have been published.

5. Consent Calendar

a. Loring PTO Grade 5 Gift Request

b. Monthly Accounts Payable and Payroll Warrants Submission

c. Minutes (05/19/25)

- i. Chair Karyn Jones moved to approve the Consent Calendar as amended. Mandy Sim seconded the motion.

1. ROLL CALL VOTE:

- a. Betsy Sues: Aye
- b. Mandy Sim: Aye
- c. Jessica McCready: Aye
- d. Nicole Burnard: Aye
- e. Karyn Jones: Aye
- i. **Vote: 5-0.** Motion carries.

- ii. Chair Jones thanked the PTO's for all they do.

6. Business and Policy Matters

- a. Review Results from School Committee Communications Survey
 - i. The survey received 163 responses. Results included half of the respondents had not previously communicated with the School Committee though 68% watched a meeting. Half of the respondents found the survey useful and a large number of respondents had a preference for receiving information through a newsletter. Future considerations include a quarterly newsletter, timing of surveys and minor adjustments to survey questions.
- b. Draft 2025-2026 Superintendent Goals
 - i. Superintendent Crozier reviewed his Student Achievement, District Improvement, and Professional Practice goals, outlining the action steps and evidence of success for each. He also presented related indicators of practice.
 - ii. The Committee asked questions about each of his proposed goals, including how they address community engagement and measurable outcomes. They asked whether his newly appointed national leadership role would be incorporated into his Professional Practice Goal. Related to the District Improvement Goal, they asked if relevant data would be accessible to parents. Additional clarifying questions focused on MTSS and UDL, how staff training data would be measured, and any planned measures for incoming 8th graders related to math.
 - iii. Recommended edits were suggested and approved.
 - iv. Chair Karyn Jones moves to approve the 2025-2026 Superintendent Goals as amended. Mandy Sim seconded the motion.
 - 1. ROLL CALL VOTE:
 - a. Nicole Burnard: Aye
 - b. Betsy Sues: Aye
 - c. Jessica McCready: Aye
 - d. Mandy Sim: Aye
 - e. Karyn Jones: Aye
 - i. **Vote: 5-0.** Motion carries.
- c. 2025-2026 School Committee Goals
 - i. The Committee engaged in discussion about proposed goals previously submitted by the members. They each shared their desired priorities and agreed upon goals for the FY26 school year. They will be updated and voted on at a future meeting.
- d. Gender Identity Policy
 - i. Chair Karyn Jones reviewed the packet materials with the Committee, aiming to determine whether to move forward with the proposed policy. The process to create a new policy includes an initial review, member input and a final vote. The recommendation is to adopt DESE's policy with edits and refer it to counsel.
 - ii. Questions related to the timing of legal review and staff input were asked.
 - 1. Chair Karyn Jones moves to have Council review the Gender Identity and Inclusivity policy. Betsy Sues seconded the motion.
 - a. ROLL CALL VOTE:
 - i. Jessica McCready: No
 - ii. Mandy Sim: No
 - iii. Nicole Burnard: No

- iv. Betsy Sues: Aye
- v. Karyn Jones: Aye
- 1. **Vote: 2-3.** Motion does not carry.

e. SEPAC Policy (CDFB and BCFD-R)

- i. In an effort to close up policy work that was started last year, Chair Jones included these policies for review.
- ii. Mandy Sim made a motion to postpone this discussion. Nicole Burnard seconded the motion.
 - 1. The Committee engaged in discussion about concerns that the policy had not been written with the full Committee during open session.
 - 2. Clarifying questions focused on who drafted the policy, the processes used for policy development, and what additional policies from previous Policy Subcommittee meetings may be presented for review.
 - 3. The Committee agreed to discuss these policies at the next School Committee meeting.
 - 4. Mandy Sim rescinded her motion to postpone the discussion.

f. Calendar Review Sub Committee / Tri-District Calendar Review Sub Committee

- i. Chair Karyn Jones shared that due to the potential concerns about an open policy violation during a recent meeting, MASC recommended a motion to combine the three subcommittees into a single Tri-District Calendar Review Subcommittee. Both Lincoln and LSRHS have already moved forward with this vote.
- ii. Questions from the Committee related to council input.
 - 1. Chair Karyn Jones moves to combine the 3 existing Calendar Review Subcommittees, Sudbury Public Schools, Lincoln Public Schools and Lincoln Sudbury Regional High School into a single Tri-District Calendar Review Subcommittee composed of representatives from each of the three districts. Vice Chair Jessica McCready seconded the motion.
 - a. ROLL CALL VOTE:
 - i. Mandy Sim: Aye
 - ii. Nicole Burnard: Aye
 - iii. Betsy Sues: Aye
 - iv. Jessica McCready: Aye
 - v. Karyn Jones: Aye
 - 1. **Vote: 5-0.** Motion carries.
- iii. It was also recommended to vote an alternate in the event a member can't attend. Chair Karyn Jones volunteered to be the alternate.
 - 1. Chair Karyn Jones moves to designate Karyn Jones the alternate member of the Tri-District Calendar Review Subcommittee to be invited to participate in meetings when one of the two appointed Sudbury Public School representatives are unable to attend. Betsy Sues seconded the motion.
 - a. ROLL CALL VOTE:
 - i. Betsy Sues: Aye
 - ii. Nicole Burnard: Aye
 - iii. Jessica McCready: Aye

- iv. Mandy Sim: Aye
 - v. Karyn Jones: Aye
 - 1. **Vote: 5-0.** Motion carries.
 - iv. The Committee then reviewed the Tri-District Calendar Review Subcommittee Charge.
 - v. Questions related to whether the form is being used by both Lincoln and LSRHS were asked. A small edit was recommended and approved.
 - 1. Chair Karyn Jones moves to amend the charge of the Tri-District Calendar Subcommittee. Mandy Sim seconded the motion.
 - a. ROLL CALL VOTE:
 - i. Mandy Sim: Aye
 - ii. Jessica McCready: Aye
 - iii. Betsy Sues: Aye
 - iv. Nicole Burnard: Aye
 - v. Karyn Jones: Aye
 - 1. **Vote: 5-0.** Motion carries.
- g. 2025-2026 School Committee Meeting Calendar
 - i. The Committee discussed their preferences for meeting options.
 - ii. Questions related to whether certain presentations being done remotely would be a concern.
 - iii. Suggested edits were recommended and approved.
 - 1. Chair Karyn Jones moves to approve the 2025-2026 School Committee meeting schedule as amended. Vice Chair Jessica McCready seconded the motion.
 - a. ROLL CALL VOTE:
 - i. Mandy Sim: Aye
 - ii. Nicole Burnard: Aye
 - iii. Betsy Sues: Aye
 - iv. Jessica McCready: Aye
 - v. Karyn Jones: Aye
 - 1. **Vote: 5-0.** Motion carries.
- h. Pride Day Update / Liaison Reports
 - i. Pride Day was a wonderful event with lots of community interactions. The School Committee shared a table with the Commission on Disability, Parks and Rec and the Cultural Council.
 - ii. SEPAC has recently reorganized. Their meetings reconvene later this summer. LSRHS voted for Tri-District Calendar Subcommittee reorganization. A recent Select Board meeting included state budget updates, a potential fall meeting and fund transfers.
 - iii. The Calendar Review Subcommittee has meetings scheduled for July and August. The meetings will include reviewing data, inviting faith leaders for their input and a public hearing.

7. Adjournment

- a. Chair Karyn Jones moved to adjourn the meeting at 10:47 p.m. Vice Chair Jessica McCready seconded the motion.
 - i. ROLL CALL VOTE:
 1. Jessica McCready: Aye
 2. Mandy Sim: Aye
 3. Betsy Sues: Aye
 4. Nicole Burnard: Aye
 5. Karyn Jones: Aye
 - a. **Vote: 5-0.** Motion carries.

Respectfully Submitted,
 Julie Williams
 Executive Assistant to the Superintendent

Documents Reviewed During the June 16, 2025 School Committee Meeting

1. Loring PTO Gift Request 6-2-25
2. Estimate_23016
3. For PRINTER - Class of '25 gift sayings
4. SC Meeting Warrant Summary - 061325
5. 051925_Sudbury School Committee Minutes_DRAFT
6. Sudbury School Committee Communications Survey
7. Superintendent Goals 2025-2026
8. 2024-2025 SudburySCGoalsProgress.docx
9. Member1ProposedGoals.pdf
10. Member2ProposedGoals.pdf
11. Member3ProposedGoals.pdf
12. Member4ProposedGoals.pdf
13. Member5ProposedGoals.pdf
14. Memo_2025-2026 School Committee Goals.docx
15. DRAFT 2025-2026 School Committee Goals.docx
16. DRAFT - JBD Transgender and Gender Nonconforming Student_12122024
17. SafeSchools_Email_06022025.pdf
18. SafeSchoolsSampleTemplate_Policy on Gender Identity and Inclusivity.pdf
19. Redlined
20. Draft Policy on Gender Identity and Inclusivity
21. Supporting All Students- Office of the Commissioner.pdf
22. DESE Guidance for MA Public Schools.pdf
23. Westford_P5325.pdf
24. WestonJBD.pdf
25. WestonAdministrative forJBD.pdf
26. Draft - BDFB Special Education Advisory Council (SEPAC)
27. Draft - BDFB-R Special Education Advisory Council (SEPAC)
28. SEPAC Email
29. General Law - Part I, Title XII, Chapter 71B, Section 3.pdf
30. Acton-Box BDFB Special Education Advisory Council (SEPAC)
31. Acton-Box BDFB-R Special Education Advisory Council (SEPAC)

32. Hopkinton School Committee Policy BDFB. 4.25.2024
33. Hopkinton School Committee Policy BDFB-PRC1 4.25.2024
34. SPS Policy Manual_Table of Contents_BDF.pdf
35. Special Education - Sudbury Public Schools
36. Final FY25 Fal SS Update SC 12_2.pdf
37. Sudbury Public School Committee Tri-District Calendar Subcommittee Charge - 05192025
38. DRAFT Redlined - Tri-District Calendar Review Subcommittee Charge
39. DRAFT - Tri-District Calendar Review Subcommittee Charge
40. FY26 Meeting Format and Presentation Schedule, Including Remote Hybrid Rotation Options
41. Option A Alternate between remote and hybrid
42. Option B Two remote, one hybrid meeting rotation
43. Option C Three remote, one hybrid meeting rotation
44. Option D: Alternate between remote and hybrid, winter (Jan-March) all remote
45. School Committee Meeting Schedule FY26
46. Hybrid Meeting Question