

Sudbury School Committee
Meeting Minutes
July 21, 2025

Members Present:

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

Also Present:

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

Absent:

Annette Doyle, Assistant Superintendent

1. Open Regular Session

- a. Chair Karyn Jones opened the regular session meeting at 5:02 PM. Vice Chair Jessica McCready seconded the motion. Karyn Jones, Betsy Sues, Jessica McCready, Mandy Sim and Nicole Burnard affirmed in the positive.

2. School Committee Norms, Protocols, and Procedures, Alicia Mallon, MASC Field Director

- a. The School Committee participated in a workshop with MASC Field Director, Alicia Mallon and discussed School Committee norms, protocols and procedures.
- b. Karyn Jones left the meeting at 6:12PM and returned at 6:35PM.
- c. Karyn Jones moves to update the Policy Subcommittee charge to include reviewing the Sudbury School Committee Handbook. Jessica McCready seconded the motion. **All in favor. 5-0.** Motion carries.
- d. School Committee members thanked Alicia Mallon for her presentation.

3. Public Comment

- a. Vidya Parwani, Sudbury resident, spoke on behalf of herself and Safa Khan to continue to advocate for Diwali and Eid holidays focusing on the minimal impact on the school calendar if approved.

4. Educational and Operational Matters

- a. District Reports
 - i. Director of Business and Human Resources Report
 1. The Business Office continues work on closing the end of the fiscal year with finalizing the operating budget and now working on revolving accounts and grants.
 2. The roofing projects at Haynes and Nixon continue under MSBA review. The Nixon roof is moving along without any major issues. The Haynes

roof initial estimate increased significantly due to added HVAC and code requirements. Next steps include revising cost details to try and stay within the 30% threshold.

3. The Committee had questions regarding the status of the Haynes project and why the original estimate was so significantly off.
4. Governor Healy signed a supplemental appropriation for FY25 increasing the transportation circuit breaker reimbursement to 75%. In addition, the FY26 approved state budget increased Chapter 70 funding.
5. The Committee raised questions about how additional circuit breaker funds would be used, how funds can be accessed, the availability of federal grant funding, and whether we are forecasting potential funding losses.

ii. Superintendent's Report

1. An update was given on current hiring and enrollment numbers.
2. Questions were raised about which grade levels are most affected by summer move-ins.
3. Work continues on small capital summer projects.

5. Consent Calendar

- a. CASE Q4 Report
- b. ACCEPT Q4 Report
- c. Authorize Chair to Sign MSBA ARP Reimbursement Rate Certificate
- d. Monthly Accounts Payable and Payroll Warrants
- e. Minutes (06/02/25 and 06/16/25)
 - i. Questions related to the consent calendar included whether CASE is at risk of losing federal funding.
 - ii. Vice Chair Jessica McCready moves to approve the Consent Calendar with minutes as amended. Mandy Sim seconded the motion. **All in favor. 5-0.** Motion carries.

6. Business and Policy Matters

- a. 2025-2026 School Committee Goals
 - i. The School Committee continued discussions on their proposed goals, suggesting recommendations and reaching agreement on focus areas that include Family and Community Engagement, Teaching, Learning and Technology and Fiscal Stewardship and Long-Term Planning. Discussions also included consideration of whether to develop Subcommittees to support progress toward these goals.
 - ii. Related to the After School Care and Enrichment goal, discussion surrounded receiving an update given by the Director of SED on wait lists, size of the program and data related to other after school programs in town. All of the goals will be updated and voted on as part of the Consent Calendar during the next School Committee Meeting.
- b. Policy BGB Step 2, Policy Discussion Items:
 - i. JBD Gender Identity and Inclusivity

1. The proposed policy, along with administrative feedback, was presented to the Committee. Questions focused on potential risks related to federal funding, the possibility of seeking support from the Select Board, the need for a legal review of the policy, and the directive provided to legal counsel
 2. Chair Karyn Jones motioned to have counsel review and make recommendations to JBD Gender Identity and Inclusivity Policy as amended. Vice Chair Jessica McCreedy seconded the motion. **All in favor. 5-0.** Motion carries.
- ii. BDFB Special Education Parent Advisory Council
 - iii. BDFB-R Special Education Parent Advisory Council
 1. Minimal administrative feedback was provided regarding these policies. Conversation surrounded having a non-voting member as part of the School Committee meeting. Recommended edits were discussed and agreed upon.
 2. Chair Karyn Jones motioned to send policies BDFB Special Education Parent Advisory Council and BDFB-R Special Education Parent Advisory Council to counsel for review. Vice Chair Jessica McCreedy seconded the motion. **All in favor. 5-0.** Motion carries.
- c. Calendar Review Update, Policy Charge, School Committee Survey
- i. The purpose of this agenda item is to confirm that the Subcommittee is aligned with what the full Committee is tasking them with.
 - ii. Committee members raised questions regarding the Tri-District Charge and engaged in discussion about the expectations of the Tri-District Committee.
 - iii. The Committee decided not to move forward with a survey but to provide feedback on additional data and a proposed calendar that aligns.
 - iv. Questions related to posting packets from the Calendar Subcommittee were asked. Concerns about posting for one Subcommittee and not all Subcommittees were shared.
- d. Agenda Materials for Future Agenda Items
- i. BGB Step 1, Informational Item Only: LGBTQ+ Parent Advisory Council Agenda Materials for Future Meeting Discussion
 - ii. BGB Step 1, Informational Item Only: Title IX Policy Agenda Materials for Future Meeting Discussion
 1. This is an informational agenda item only for future meeting discussion.
 2. Concerns about drafting a proposal with language were shared.
- e. Future Agenda Items
- i. The Committee was presented with an outline of anticipated agenda items timeline.
 - ii. Members suggested future agenda items including a review of the policy process and procedures for bringing items forward, a discussion on solar initiatives, and the development of budget guidelines to clarify the Committee's expectations for the upcoming budget season.

7. Open Executive Session

- a. Vice Chair, Jessica McCready moved to convene in executive session at 10:54PM and not 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, Sudbury Education Association, Education Support Professional Association of Sudbury, 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 6/9/25 and 6/18/25. Nicole Burnard seconded the motion.
 - i. ROLL CALL VOTE
 1. Betsy Sues: Aye
 2. Nicole Burnard: Aye
 3. Jessica McCready: Aye
 4. Mandy Sim: Aye
 5. Karyn Jones: Aye
 - a. **Vote: 5-0.** Motion carries.
- b. Vice Chair Jessica McCready confirmed the Committee will convene in Executive Session and not 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, Sudbury Education Association, Education Support Professional Association of Sudbury 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 meetings of June 9, 2025 and June 18, 2025.
- c. The Committee entered into Executive Session at 10:56PM.

Respectfully Submitted,
Julie Williams
Executive Assistant to the Superintendent

Documents Reviewed During the July 21, 2025 School Committee Meeting

1. BA-1 School Committee Operating Protocols
2. MASC Provided _SAMPLE Protocols
3. MASC Provided _SAMPLE Agendas
4. MASC Provided _SAMPLE SC Goals
5. SudburyProtocolsSurvey2025
6. Sudbury School Committee Policy Subcommittee
7. CASE Collaborative Q4 Update May 2025
8. ACCEPT - Q4 Report - Monthly Memo June 2025
9. Sudbury_CY2024_ARP_41.32
10. SC Meeting Warrant Summary - 071725
11. 060225_Sudbury School Committee Minutes_DRAFT
12. 061625_Sudbury School Committee Minutes_DRAFT
13. DRAFT 2025-2026 School Committee Goals

14. BHC - SCHOOL COMMITTEE-STAFF COMMUNICATIONS
15. L-S Listening Sessions Update
16. IJNDB - Use of Technology in Instruction
17. IJNDC - ACCEPTABLE USE OF DIGITAL RESOURCES
18. Wayland Public Schools_Draft Process for Pre-K to Gr. 8 Master Space Planning
19. BGB - POLICY ADOPTION
20. Draft Policy on Gender Identity and Inclusivity
21. Draft Policy on Gender Identity and Inclusivity ADMIN Feedback
22. DRAFT BDFB Special Education Parent Advisory Council (SEPAC)
23. DRAFT BDFB-R- SPECIAL EDUCATION PARENT ADVISORY COUNCIL (SEPAC)
24. DRAFT BDFB-R- SPECIAL EDUCATION PARENT ADVISORY COUNCIL (SEPAC) ADMIN Feedback
25. SEPAC Letter of Support_BDFB and BDFB-R
26. SPS Policies IMDA and JBB
27. SPS School Committee Calendar Review Survey
28. Memo - Distribution of Draft Resolution and Proposal; Timeline for Committee Consideration
29. SCPolicy - BDF Advisory Committees to the School Committee
30. Council Recommendation_AC Policy
31. Council Recommendation_AC-R CIVIL RIGHTS GRIEVANCE PROCEDURE
32. Council Recommendation - ACAB Policy
33. Council Recommendation - ACAB-R
34. AC- CURRENT POLICY REINLINED WITH COUNCIL RECOMMENDATIONS
35. AC-R CURRENT POLICY REINLINED WITH COUNCIL RECOMMENDATIONS
36. ACAB - CURRENT POLICY REINLINED WITH COUNCIL RECOMMENDATIONS
37. Upcoming Agenda Items
38. Weston Public Schools--FY26 Budget Guidelines
39. Lexington Budget Process Overview
40. Lexington Public Schools- FY26 Budget_Guidelines
41. Sudbury School Committee Input_ FY26 Budget Guidelines - Google Forms