

Sudbury School Committee
Meeting Minutes
September 8, 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
Melissa Morabito, SEA President and Grade 3 Teacher

Open Regular Session

Chair Karyn Jones opened the regular session meeting at 7:00 p.m.

ROLL CALL VOTE:

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

1. Public Comment
 - a. None
2. Educational and Operational Matters
 - a. SEA Report (Melissa Morabito)
 - i. Ms. Morabito reported on the Professional Development day held on August 25, noting that staff participated in trainings, planning activities, and classroom setup. She shared her appreciation to the custodial staff for their hard work cleaning and moving furniture, to the clerical staff for managing back-to-school packets and coordinating arrival and dismissal plans, and to the support staff for completing safety care training.
 - b. District Reports
 - i. Director of Business and Human Resources' Report
 1. Mr. Sawyer shared information on a new method providing School Committee members with invoices associated with warrants that need approval.
 2. The Committee thanked Mr. Sawyer for allowing them access to the invoices.
 - ii. Assistant Superintendent's Report

1. A report was provided on the safety training staff members receive, including intruder response, reunification, Say Something and suicide awareness and prevention training.
 2. An update on EL included strategic planning for support of the staff in moving forward with the new curriculum.
- iii. Superintendent's Report
 1. Open Houses are coming up as an opportunity to welcome families back into the buildings and meet their new classroom teachers.
 2. MSBA Submission
 - a. An update was provided on the submission of the Haynes and Nixon roof projects, which were successfully submitted by the August 28 deadline. Due to the increased costs, a third-party company will prepare an estimate based on the buildings drawings. The team is also reviewing items that could be removed from the submission to reduce overall pricing. The reimbursement rate is 41%, which is higher than originally anticipated.
 - b. Committee members asked questions regarding the timeline for the approval process and their role leading up to the Special Town Meeting. Additional questions surrounded ADA compliance, ways to reduce costs and potential outcomes from the MSBA regarding the reimbursement percentage.
3. Consent Calendar
 - a. Approval of the Policy Subcommittee Charge to Include Assigned Policies for Review and Additional Responsibilities Identified and Voted Upon at the August 4, 2025 and August 18, 2025 School Committee Meetings
 - b. Approval of the FY27 Budget Guidelines and Authorization to Post to the District Website under School Committee Presentations & Plans, 2025-2026
 - c. Conditions of Assistance: IDEA Part B Funding Certifications
 - d. Minutes (07/21/25, 08/04/25 and 08/15/25)
 - i. Edits to the July 21, 2025 minutes and Policy Subcommittee Dates were suggested and approved.
 - ii. Vice Chair Jessica McCready motioned to approve the Consent Calendar as amended. Mandy Sim seconded the motion.
 1. ROLL CALL VOTE:
 - a. Jessica McCready: Aye
 - b. Betsy Sues: Aye
 - c. Nicole Burnard: Aye
 - d. Mandy Sim : Aye
 - e. Karyn Jones: Aye
 - i. **Vote: 5-0.** Motion carries.
4. Business and Policy Matters
 - a. 2025-2026 Goal Area: FY26 Listening Sessions Planning; Review Draft Participant Survey, Confirm Facilitators and Determine Timing, Format and Communications Strategy

- i. Member Burnard reviewed the goal of the listening sessions, the proposed schedule of dates, communication strategies, session format and duration and the draft post session survey questions.
 - ii. The Committee provided feedback on the dates and questions from the Committee related to the timing of the Calendar Subcommittees listening session.
- b. 2025-2026 Goal Area: After-School Care & Enrichment; Initial Framework Discussion (responsibilities and timeline)
 - i. The Committee discussed peer district models, stakeholder feedback and building space use.
 - ii. They will move forward with reviewing how peer districts manage after school programs, details of other providers who currently offer after school care, building space for potential program expansion, and what stakeholders do they engage with.
- c. Initial Discussion: LGBTQ+ Parent Advisory Council (Review of initial draft materials; Policy BDF)
 - i. The Committee was provided with a DRAFT PAC based on the newly approved policy.
 - ii. Discussion included support and concern of the PAC. Support centered on positive community feedback and the recognized need for this Committee. Concerns were related to not aligning with the mission or equity statement and could be inclusive of other student groups who might benefit from a similar PAC.
 - iii. Questions related to the purpose of the PAC and the potential for a one year pilot was asked. A suggestion to model a neighboring DEI PAC was shared.
 - iv. A straw vote was taken (**Vote: 3-2**). A proposed PAC will be presented at a future meeting.
- d. FY26 Budget Reset
 - i. The budget reset presented to the Committee includes all new staff, changes in positions, transfers and lane changes.
 - ii. Vice Chair Jessica McCreedy motioned to approve the FY26 Sudbury School Committee operating budget as presented. Mandy Sim seconded the motion.
 - 1. ROLL CALL VOTE:
 - a. Betsy Sues: Aye
 - b. Nicole Burnard: Aye
 - c. Mandy Sim: Aye
 - d. Jessica McCreedy: Aye
 - e. Karyn Jones: Aye
 - i. **Vote: 5-0.** Motion carries.
- e. Budget Book Enhancements FY27: Initial Overview (10-minute Presentation: Committee to determine whether to schedule a full discussion on potential enhancements at a subsequent meeting)
 - i. Member Sues provided suggested enhancements to the current Budget Book.

- ii. The discussion focused on identifying the enhancements the Committee would like to see included in the book, finding the right balance between determining the target audience and what information should be presented.
 - f. After-School Care RFP: Review of Prior Practice and Establish Timeline/Next Steps (Contract Expiration June 30, 2027)
 - i. The current contract with Sudbury Extended Day expires on June 30, 2027. Discussion included the timeline for the RFP process. An ask that the Committee be provided with a detailed timeline for the RFP process was shared.
5. Liaison and Subcommittee Reports
- a. The SPS Calendar Review Subcommittee is meeting this week. October 14th is the date for the Tri-District Listening Session.
 - b. During the July 14th Fin Com Meeting, Chapter 70 monies were finalized. SPS received \$186,000 more than anticipated. The Committee discussed the distribution of those funds.
 - c. The LSRHS School Committee had their first meeting on August 25th. Committee goals were discussed. Adding a non-voting METCO member is being considered.
 - d. The Negotiations Subcommittee met to talk about strategy. Full negotiations start again towards the end of September.
 - e. SEPAC had their meeting on Thursday. Their goals were discussed and an update on the EL curriculum and how specialized services are integrated was provided by Stephanie Juriansz and Laura Brande.
 - f. The Tri-District Calendar Subcommittee update included ongoing conversations with LPS and LSRHS. Each Committee will come to a consensus on the calendar and will then meet as a Tri-District to see where alignment might be possible.
6. Adjournment
- a. Vice Chair Jessica McCready motioned to adjourn seven minutes earlier than our planned time at 9:43 p.m. Mandy Sim seconded the motion.
 - i. ROLL CALL VOTE:
 - 1. Mandy Sim: Aye
 - 2. Betsy Sues: Aye
 - 3. Nicole Burnard: Aye
 - 4. Jessica McCready: Aye
 - 5. Karyn Jones: Aye
 - a. **Vote: 5-0.** Motion carries.

Respectfully Submitted,
 Julie Williams
 Executive Assistant to the Superintendent

Documents Reviewed During the September 8, 2025 School Committee Meeting

1. 1-DRAFT 2025-2026 Policy Subcommittee Charge .pdf
2. 2-DRAFT School Committee FY27 Budget Guidelines.pdf
3. 3-Conditions of Assistance.pdf
4. 072125_Sudbury School Committee Minutes_DRAFT.pdf
5. 080425_Sudbury School Committee Minutes_DRAFT.pdf

6. 081525_Sudbury School Committee Minutes_DRAFT.pdf
7. Draft SPS Listening Sessions (1).pdf
8. SC Roles 2025 (2).pdf
9. Listening Sessions.pdf
10. AGO Listening Sessions.pdf
11. 2025-2026 School Committee Goals - page 1.pdf
12. 1 - 2025-2026 School Committee Goals - page 3
13. 2 - Discussion Outline, 2025-2026 Goal Area_ After-School Care & Enrichment
14. 1-SPS Policy BDF.pdf September 8, 2025 4c - Initial Discussion: LGBTQ+ Parent Advisory Council (Review of initial draft materials; Policy BDF)
15. 2-DRAFT TO START CONVERSATION - Establishment of the LGBTQ+ PAC.docx.pdf
16. 3-Draft - Optional Resolution to Establish an LGBTQ+ Parent Advisory Council.pdf
17. Memo_SC_FY26 Revised GF Budget_250901
18. SPS_Budget_Book_Enhancements_FY2027.docx