

Sudbury School Committee
Meeting Minutes
December 15, 2025

Members Present:

Karyn Jones, Chair
Jessica McCready, Vice Chair
Nicole Burnard
Julie Durgin-Sicree

Members Absent:

Betsy Sues

Also Present:

Brad Crozier, Superintendent
Annette Doyle, Assistant Superintendent
Don Sawyer, Director of Business and Human Resources
Michelle Marino, SEA Representative

Open Regular Session

Chair Karyn Jones opened the regular session meeting at 7:00 p.m. and performed a roll call vote of the Committee:

Jessica McCready: Present
Julie Durgin-Sicree: Present
Nicole Burnard: Present
Karyn Jones: Present

1. Budget Hearing
 - a. Superintendent's Recommended FY27 Budget
 - i. Vice Chair Jessica McCready motioned to open the 2025 Budget Hearing on December 15th. Nicole Burnard seconded the motion. **All in favor. 4-0.** Motion carries.
 - ii. Superintendent Crozier provided a presentation on his recommended budget.
 - iii. The updated forecast remains over guidance but additional items are being reviewed to help close the gap. The public had an opportunity to ask questions related to the budget and no questions were received.
 - iv. Vice Chair Messica McCready motioned to adjourn the 2025 Budget Hearing at 7:20 p.m. Nicole Burnard seconded the motion. **All in favor. 4-0.** Motion carries.
2. Public Comment
 - a. None
3. Consent Calendar
 - a. Approve the updated charge of the Tri-District Calendar Review Subcommittee to enable the SPS School Committee appointees to establish a process for determining when and

how cultural and religious holidays may be added to the school calendar as no-school or half-days

- b. Approve to update the charge of the Policy Subcommittee to Review Policy IHBA
 - c. Receipt of updated Negotiations / Labor Relations Subcommittee Charge
 - d. Monthly Accounts Payable and Payroll Warrant Submissions
 - e. Minutes (11/03/25 and 11/13/25)
 - i. Edits to the Tri-District Charge were recommended and agreed upon. A question related to the Negotiations / Labor Relations Subcommittee Charge was asked and a request to pull the November 3, 2025 minutes due to a suggested review of warrant article language.
 - ii. Vice Chair Jessica McCready motioned to approve the Consent Calendar as amended. Nicole Burnard seconded the motion. **All in favor. 4-0.** Motion carries.
4. Educational and Operational Matters
- a. SEA Report (Michelle Marino)
 - i. Ms. Marino presented the final SEA report of 2025. The year was busy with school events, curriculum changes, assessments and increased social emotional and medical needs among students. Staff emphasized collaboration, resilience and a shared commitment to creating safe, welcoming learning environments. She recognized colleagues that recently reached 25 years in education.
 - b. District Reports
 - i. Director of Business and Human Resources
 - 1. Mr. Sawyer and Superintendent Crozier recently attended a Finance Committee meeting to discuss FY26 budget pressures.
 - 2. There is no update at this time from the federal level regarding state and federal grants.
 - ii. Assistant Superintendent
 - 1. Mrs. Doyle recently attended the DESE "Celebrating Academic Success" conference on December 4th.
 - 2. Fifth grade and middle school students recently participated in a Winter Concert and students will be performing at the State House Holiday Concert tomorrow.
 - iii. Superintendent
 - 1. On November 4th SPS staff participated in a CRASE Training (Civilian Response to Active Shooter Events).
 - 2. Administrators participated in lunch with leadership at Curtis Middle School where they served lunch to students.
5. Business and Policy Matters
- a. Principal Budget Discussion
 - i. Bryant Amtrano, Haynes Elementary School; Sara Harvey, Loring Elementary School, Amy Mulkerin, Noyes Elementary School, Susan Woods, Nixon Elementary School and Jeff Mela, Curtis Middle School

1. Each principal presented their school's budget priorities, highlighting efforts to build a strong school culture that supports academic success, strengthening student and community belonging, promoting community-driven school improvement, and expanding inclusive student supports, targeted interventions, and wellness initiatives.
2. Questions from the Committee surrounded use of school funds, the impact of potentially eliminating the SMILE and Explore programs, behavioral rubrics and how digital literacy is being used. Additional questions focused on mentorship programs, implications of streaming software and whether assessments will be added to ASPEN for parent review.

b. FY27 Budget Workshop

- i. The Committee asked clarifying questions about the SMILE / Explore programs, including options for continuing the program, a K–3 model, budget projections, what budget cuts could be considered to retain SMILE, and whether extra parent fees could support the program.
- ii. Members expressed concern about the potential removal of the program noting the program's value to families and the need for clear communication about the rationale behind any changes. While disappointed by the budget deficit and the possible loss of the program, the Committee acknowledged the recommendation and shared ideas for future planning.
- iii. Other budget-related questions included the UDL five-year program, a request for better understanding of Circuit Breaker funds, whether the district qualifies for relief for unexpected student needs, the potential use of the Transportation Revolving Fund, efforts to align more closely with the Town Manager's budget guidance, and possible budgetary options if a balanced budget cannot be achieved.

c. Policy BGB, Step 3: Discuss and Potential Adoption

- i. IJOA, Field Trips
- ii. KBE, Relations with Parent / Booster Organizations
- iii. KI, Visitors to the School
 1. Legal counsel reviewed these policies. They include the changes recommended by legal.
 2. A question was asked about when the policies take effect.
 3. Vice Chair Jessica McCready motioned to adopt Policy IJOA, Field Trips as presented. Julie Durgin-Sicree seconded the motion. **All in favor. 4-0.** Motion carries.
 4. Vice Chair Jessica McCready motioned to adopt Policy KBE, Relations with Parent / Booster Organizations as presented. Nicole Burnard seconded the motion. **All in favor. 4-0.** Motion carries.
 5. Vice Chair Jessica McCready motioned to adopt Policy KI, Visitors to the School as presented. Julie Durgin-Sicree seconded the motion. **All in favor. 4-0.** Motion carries.

6. Adjournment

- a. Vice Chair Jessica McCready motioned to adjourn the December 15 meeting at 9:52 p.m. Julie Durgin-Sicree seconded the motion. **All in favor. 4-0.** Motion carries.

Respectfully Submitted,
Julie Williams
Executive Assistant to the Superintendent

Documents Reviewed During the December 15, 2025 School Committee Meeting

1. Budget Hearing Legal Notice
2. FY27 Budget Hearing Presentation_251215
3. 1- DRAFT Tri-District Calendar Review Sub Committee Charge TO Amend
4. 2- DRAFT 2025-2026 Policy Subcommittee Charge Amended
5. 3- 2025-2026 Negotiations-Labor Relations Subcommittee Charge Amended
6. SC Meeting Warrant Summary - 121125
7. 110325_Sudbury School Committee Minutes_DRAFT
8. 111325_Tri-District Minutes_DRAFT
9. FY26 Haynes SIP (1)
10. School Improvement Plan Loring 2025-2026 (1)
11. Noyes SIP 25-26 (1)
12. Nixon SIP 25-26 (1)
13. Curtis School Improvement Plan 2025-26 (1)
14. 1-SudburySchoolCommitteeFY27BudgetGuidelines
15. SMILE_EXPLORE_ESY SC Memo
16. FY27 Budget Hearing Presentation_251215
17. 1- LEGAL REVIEW_ IJOA – Field Trips
18. 2- LEGAL REVIEW_KBE - Relations with Parent _ Booster Organizations
19. 3- LEGAL REVIEW_KI - VISITORS TO THE SCHOOLS