

Tri-District School Committee Meeting
Sudbury, LSRHS and Lincoln Public Schools
Meeting Minutes
November 13, 2025

Members Present:

Sudbury School Committee:

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

LSRHS School Committee:

Ravi Simon, Chair
Catherine Bitter, Vice Chair (joined at 8:37 p.m.)
Maura Carty
Lucy Maulsby
Charles Morton
Jack Ryan

Lincoln School Committee:

Matina Madrick, Chair
Jake Lehrhoff
Ken Lepage
Abbey Salon

Open Special Session

Chair Karyn Jones welcomed everyone to the meeting. She noted that each Committee would perform their own roll call to open the meeting.

1. Open the Tri-District Meeting with the Lincoln Public Schools and Lincoln-Sudbury Regional High School Committee.

Chair Karyn Jones performed a roll call of the Sudbury School Committee.

ROLL CALL VOTE:

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

Chair Matina Madrick performed a roll call of the Lincoln Public School Committee.

ROLL CALL VOTE:

Jake Lehrhoff: Aye
Abbey Salon: Aye
Ken Lepage: Aye

Matina Madrick: Aye

Chair Ravi Simon performed a roll call of the Lincoln Sudbury Regional High School School Committee.

ROLL CALL VOTE:

Maura Carty: Aye
Lucy Maulsby: Aye
Charles Morton: Aye
Jack Ryan: Aye
Ravi Simon: Aye

Catherine Bitter joined the meeting at 8:37 p.m.

Nicole Burnard provided an overview of the collaborative work completed by the three districts to date. This includes meeting timelines; reviews of district absentee data and peer district calendars; development of mock calendar drafts; scheduled conversations with faith leaders; contractual and financial considerations; analysis of survey results; and a review of each district's religious accommodation policies. She also noted that public input was gathered through emails and a community listening session.

2. Public Comment

Safa Khan, Sudbury resident, requested the addition of the Eid al-Fitr and Eid al-Adha Holidays and urged the Committees to move forward with an inclusive calendar that ensures all families feel valued.

Vidya Parwani, Sudbury resident, shared her support of a school calendar that includes all holidays, and shared her thanks to the School Committee for their work on this topic.

Jonathan Sheffi, Lincoln resident, shared his concerns about the potential of removing Jewish Holidays from the school calendar. He urged the committee to maintain the current school calendar.

Coleen Fishman, Sudbury resident, shared her concerns about removing the Jewish High Holidays from the calendar.

Joseph Kolchinsky, Lincoln resident, advocated to keep the Jewish Holidays on the calendar.

3. Business and Policy Matters

- a. Reports from Member Districts on the Committee Preferences and Rationale Regarding No School and Half-Days regarding Cultural and Religious Observances
 - i. Members Betsy Sues (Sudbury), Ravi Simon (LSRHS), and Jake Lehrhoff (Lincoln) each presented statements outlining their Committees' work, preferences, and the rationale behind their calendar considerations. They each reviewed analyses conducted including educational continuity, operational and fiscal considerations, community values, and recognition of religious observances.
- b. FY27 Calendar Alignment Across Districts - Review of Alignment Options

- i. Members agreed that alignment across districts is important for families, transportation, and overall operations, while sharing concerns for differences in school year length. While Lincoln faces challenges due to contractual constraints and the needs of Hanscom students, there was consensus that calendars should remain as closely aligned as possible, with priority placed on key start dates.
- c. Discussion and Potential Vote(s): Determination(s) around No School and Half-Days in regards to Cultural and Religious Observances as guidance to Administration(s) in their development of FY27 School Calendar for Individual School Committee Adoption
 - i. Committee members discussed concerns about extending the school year, the challenges of additional half days, and the importance of maintaining alignment across the three districts to support families. Several members highlighted the need for clear criteria, data, and equity considerations when evaluating which holidays to include, while others questioned the implications of adding or removing holidays compared to maintaining the status quo. Members also raised questions about survey results, DESE absentee guidance, and how other state-and-federal-only districts operate. Both LS and SPS expressed a desire for more discussion, additional collaboration, and access to raw survey data before moving toward a vote.
- d. Potential Vote(s) to Dissolve the Tri-District Calendar Review Subcommittee
 - i. The Committees discussed and decided to keep the committee in place for now.

4. Adjournment

- a. Vice Chair Jessica McCready motioned to adjourn the Sudbury Public School Committee attendance at the Tri-District School Committee meeting at 9:19 p.m. Nicole Burnard seconded the motion.
 - i. ROLL CALL VOTE:
 - 1. Nicole Burnard: Aye
 - 2. Betsy Sues: Aye
 - 3. Jessica McCready: Aye
 - 4. Karyn Jones: Aye
 - a. **Vote: 4-0.** Motion carries.
- b. Chair Ravi Simon motioned to adjourn. Jack Ryan seconded the motion.
 - i. ROLL CALL VOTE:
 - 1. Lucy Maulsby: Aye
 - 2. Maura Carty: Aye
 - 3. Charles Morton: Aye
 - 4. Catherine Bitter: Aye
 - 5. Jack Ryan: Aye
 - 6. Ravi Simon: Aye
 - a. **Vote: 6-0.** Motion carries.
- c. Chair Matina Madrick motioned to adjourn the Lincoln School Committee meeting at 9:20 p.m. Jake Lehrhoff seconded the motion.
 - i. ROLL CALL VOTE:

1. Abbey Salon: Aye
2. Ken Lepage: Aye
3. Jake Lehrhoff: Aye
4. Matina Madrick: Aye

a. **Vote: 4-0.** Motion carries.

Respectfully Submitted,
Julie Williams
Executive Assistant to the Superintendent

Documents Reviewed During the November 13, 2025 School Committee Meeting

1. 1- Sudbury School Committee Cover Page
2. 2-SPS Report_11.11.25
3. 3-SPS FY27 StateFederal Calendar DRAFT
4. 4-SPS FY27 Additional Holidays DRAFT
5. 5-Lincoln School Committee Cover page
6. 6-CalendarReview Lincoln 11_6_25
7. 7-Lincoln V2 2026-2027_FedHolidays
8. 8- Lincoln V1 2026-2027_ExistingHolidays
9. 9-Lincoln-Sudbury School Committee Cover Page
10. 10-11/5 - Calendar Review Presentation for LSSC
11. 11- FY27 L-S - Calendar Review - LS Mock School Calendars (11_10_25)
12. 12- FY28 L-S Mock School Calendars (11_10_25) - 2027-2028 (1)
13. 13- FY29 L-S Mock School Calendars (11_10_25) - 2028-2029
14. 14- FY30 L-S Mock School Calendars (11_10_25) - 2029-2030
15. 15- FY31 L-S Mock School Calendars (11_10_25) - 2030-2031
16. 16- FY32 L-S Mock School Calendars (11_10_25) - 2031-2032
17. 1-Church_and_State_Considerations_Memo
18. 2-Policies Cover Page
19. 3- Sudbury Public Schools Policy JBB - Educational Equity
20. 4- Sudbury Public Schools Policy IC-ICA - School Year School Calendar
21. 5. Lincoln IC_ICA SCHOOL YEAR SCHOOL CALENDAR
22. 6. LS IC_ICA Policy - School Year School Calendar
23. 7- Sudbury Public Schools Policy IMD - School Ceremonies and Observances
24. 8. Lincoln IMD SCHOOL CEREMONIES AND OBSERVANCES
25. 9. LS IMD Policy - School Ceremonies and Observances
26. 10. Lincoln IMDB ACCOMMODATIONS FOR RELIGIOUS AND CULTURAL OBSERVANCES
27. 11. Financial Considerations Cover Page
28. 12 - Calendar_Financial_Considerations_Memo
29. 13. Community and Faith Leaders Cover Page
30. 14-Tri-District Calendar Survey
31. 15 - Faith_Leader_Memo 10.19.25
32. 16 -Tri-District Subcommittee Listening Session Summary
33. 17. Administrator Feedback
34. 18-Tri-District Calendar Subcommittee - Input from District Administrations
35. 19. Other Districts Cover Page
36. 20. School District Calendar Comparison Sheet

37. 21. Bedford, Concord-Carlisle, and Belmont Absence Data
38. 22. Concord and Bedford - Average Absentee Data
39. 23. Absentee Data (Sudbury, Lincoln, Lincoln-Sudbury) Cover Page
40. 24. SPS Holiday Absences
41. 25. SPS Top 5 Absence Days
42. 26. Lincoln - Absence Rates on Select Days of Observance
43. 27. School Calendar - L-S Attendance Data
44. 28. Mock Calendar Comparison Charts Cover Page
45. 29. Sudbury_Mock Calendars Comparison Summary
46. 30. Lincoln 2026-2027 Calendar Cheat Sheet
47. 31. L-S Calendars Comparison
48. 32. L-S Calendars Comparison 2
49. 33-L-S Transportation Costs FY26 & FY 27
50. 1-SPS_08042025Tri-District Calendar Review Sub Committee Charge