

Sudbury School Committee  
Meeting Minutes  
November 24, 2025

**Members Present:**

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

**Also Present:**

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

**Open Executive Session**

Chair Karyn Jones motioned 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. The Committee will return to Open Session. Nicole Burnard seconded the motion.

ROLL CALL VOTE:

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

**Vote: 3-0.** Motion carries.

Chair Karyn Jones confirmed 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 will return to open session.

**Open Regular Session**

Chair Karyn Jones opened the regular session at 7:10 p.m. and announced that Vice Chair, Jessica McCready will be joining the meeting remotely.

1. Public Comment
  - a. Coleen Fishman, Sudbury resident advocated to keep the Jewish and Good Friday holidays on the school calendar.

- b. Kay Bell, Sudbury resident, urged the School Committee to review policy JRA, Student Records and questioned how student records will be protected.
  - c. Rabbi Yisroel Freeman advocated to keep the Jewish holidays on the school calendar and urged the Committee to find a solution on inclusivity for everyone.
  - d. Stephen Ashkinos, Sudbury resident, urged the Committee to preserve the high Jewish holidays affirming that all students are valued.
  - e. Sasha Papalilo, Sudbury resident, urged the Committee to keep the Jewish holidays on the school calendar.
  - f. Carol Daniels, Sudbury resident, noted removing Jewish holidays and replacing them with other cultural events sends the wrong message.
  - g. Jackie Sousa, Sudbury resident, urged the Committee to consider the message to Jewish students if their most important holidays are removed from the calendar.
  - h. Peter Fishman, Sudbury resident, noted his family moved to Sudbury where Jewish families are welcomed and urged the Committee to keep the holidays on the school calendar.
- 2. Nicole Burnard motioned to move up agenda item 4a “Determination around No School and half days in regards to cultural and religious observances as guidance to the Superintendent in development of the FY27 school calendar.” Betsy Sues seconded the motion.
  - a. ROLL CALL VOTE:
    - i. Jessica McCready: Aye
    - ii. Betsy Sues: Aye
    - iii. Nicole Burnard: Aye
    - iv. Karyn Jones: Aye
  - 1. **Vote: 4-0.** Motion carries.
  - b. SPS is considering two variations of calendars. The current calendar and a state and federal only calendar.
  - c. A community member asked whether the decision on the school calendar could be made at a later date.
  - d. Each Committee member had an opportunity to share their preferences on the two calendars being presented and the rationale behind their decisions.
  - e. Vice Chair Jessica McCready motioned to direct the Superintendent to prepare a draft FY27 calendar that reflects the Committee's preferred approach which we are now calling the federal and state supplemented option. Betsy Sues seconded the motion.
    - i. ROLL CALL VOTE:
      - 1. Betsy Sues: Aye
      - 2. Nicole Burnard: Aye
      - 3. Jessica McCready: Aye
      - 4. Karyn Jones: Aye
    - a. **Vote: 4-0.** Motion carries.
  - f. Vice Chair Jessica McCready excused herself from the meeting.
- 3. Educational and Operational Matters
  - a. SEA Report (Angela Spirito)
    - i. Ms. Spirito shared that the schools recently recognized National ESP Day by celebrating ESP, clerical, and custodial staff with small gifts such as treats, gift

cards and handwritten notes. She also highlighted the work of the custodians who go above and beyond keeping the buildings safe, clean and ready for students.

b. District Reports

i. Director of Business and Human Resources' Report

1. New agreements were signed with the Department of Labor, State Department, Department of Interior Health and Human Services all related to the federal reorganization of the Department of Education. No impacts are expected for the remainder of this year.

ii. Assistant Superintendent's Report

1. Haynes recently hosted an all-school presentation featuring The Bionic Project. The presentation included adaptive athletes and focused on helping students understand physical disabilities.
2. At Loring, they recently celebrated Balloons Over Broadway, honoring the award-winning picture book and the inventor behind the Macy's Thanksgiving Day Parade balloons.

iii. Superintendent's Report

1. All schools recently held their Food Pantry drive where each school had over 1,000 items donated.
2. The Nixon and Haynes roof projects will be presented at the upcoming Town Meeting. The Special Town Meeting is December 1, with a vote scheduled for December 16 if the articles pass.
3. Questions related to whether principals are sending reminder emails related to Town Meeting was asked.

4. Consent Calendar

- a. Approval of Community Letter from the Sudbury School Committee Regarding Special Town Meeting
- b. Receipt of Open Meeting Law Complaints and Legal Counsel Responses (R. Sax, A. Sax, K. Hayes, and W. Fox), including associated legal service costs
- c. Receipt of School Improvement Plans: Curtis, Haynes, Loring, Nixon and Noyes
- d. Appointment of Members to the LGBTQ+ Parent Advisory Council
- e. Monthly Accounts Payroll Warrants Submissions
- f. Approval of Minutes (10/06/25 and 10/23/25)
  - i. A request was made to bring the School Improvement Plans to a future meeting; clarification was requested regarding the members of the LGBTQ+ PAC; and a request to pull the October 6, 2025 meeting minutes for review of the warrant article language.
  - ii. Chair Karyn Jones motioned to vote on removing item f, October 6, 2025 minutes and voting on approving items a, b, c, d, e and only the October 23, 2025 minutes. Nicole Burnard seconded the motion.
    1. ROLL CALL VOTE:
      - a. Betsy Sues: Aye
      - b. Nicole Burnard: Aye
      - c. Karyn Jones Aye

i. **Vote: 3-0.** Motion carries.

5. New Business and Policy Matters

- a. Determination around No School and Half-Days in regards to Cultural and Religious Observances as Guidance to the Superintendent in Development of the FY27 School Calendar (**moved to earlier in the meeting**)
- b. Discuss and Take Positions on Special Town Meeting Articles
  - i. The Committee asked questions about the solar canopy project and requested updates on due diligence items for additional information related to the project.
  - ii. Chair Karyn Jones motioned to support Article 1 - Haynes Elementary School Roof Replacement and Repair. Betsy Sues seconded the motion. **All in favor. 3-0.** Motion carries.
  - iii. Chair Karyn Jones motioned to support Article 2 - Nixon Elementary School Roof Replacement and Repair. Betsy Sues seconded the motion. **All in favor. 3-0.** Motion carries.
  - iv. Chair Karyn Jones motioned to support Article 3 - Curtis Middle School Solar Canopy Project. Betsy Sues seconded the motion. **All in favor. 3-0.** Motion carries.

6. Special Matters

- a. MCAS Presentation, Annette Doyle, Lauren Egizio and Karen Wolfson
  - i. Lauren Egizio and Karen Wolfson presented the latest MCAS data. Ms. Egizio reviewed English and Civics achievement, curriculum, and impact, and Ms. Wolfson presented math and STEM achievement, curriculum, and impact data.
  - ii. Questions focused on ELA assessment changes, addressing the writing production dip, and timing of feedback for the 6th-grade EL pilot. For math, the Committee asked about strategies to continue improving scores. Clarification was also requested on how MCAS calibration is shared with the district and feedback for EL and other vulnerable learners.

7. New Business and Policy Matters, Continued

- a. Three Year Fiscal Outlook for Sudbury Public Schools and Initial Review of Administration and School Committee FY27 Prioritization of Initiatives
  - i. Mr. Sawyer presented a future forecast, noting that negotiations and budget planning are not yet finalized. There are no changes to the current year's budget. The FY27 budget reflects a 7.11% increase over the current year, leaving it out of balance by \$1,588,104. Most of the increases are due to special education, a new utility contract, out-of-district transportation, additional elementary positions, a part-time math position at Curtis, and an additional LPN.
  - ii. Committee questions focused on enrollment forecasts across all three years, initiatives, the bus contract, previous override amounts, circuit breaker, and teacher line items.
- b. Policy BGB, Step 2:
  - i. Per recommendation of the Sudbury School Committee on 10/23/25:
    1. IMDA, Accommodations for Religious and Cultural Observances

- ii. Per recommendation of the Policy Subcommittee on 10/24/25:
  - 1. BEDH, Public Comment at School Committee Meetings
  - 2. BEA, Hybrid Meetings and Remote Participation
  - 3. ECAB, Access to Buildings and Grounds
  - 4. EFBA, School Food and Nutrition - Meal Modification
  - 5. IJOA, Field Trips
  - 6. JJE, Student Fund-Raising Activities
  - 7. KBE, Relations with Parent/Booster Organizations
  - 8. KHB, Advertising in the Schools and Use of School Name/Logo
  - 9. KI, Visitors to the School
    - a. The Committee noted that Policy IMDA includes as many accommodations as possible to ensure families feel supported when keeping their child home for a holiday.
    - b. SEPAC provided recommendations on IJOA (Field Trips) and KBE (Relations with Parent/Booster Organizations). The Committee reviewed the recommendations and approved the discussed changes.
    - c. Questions were raised regarding Public Comment, remote and hybrid participation, and School Food and Nutrition.
      - i. Chair Karyn Jones motioned to have counsel review Policy KI, Visitors to the School. Nicole Burnard seconded the motion. **All in favor. 3-0.** Motion carries.

- c. Sudbury School Committee Vacancy: Review and Discuss Select Board Process
  - i. The Committee reviewed the Select Board Process.
  - ii. They sought clarification on how questions would be asked.
    - 1. Chair Karyn Jones motioned to follow the Select Board process for the appointment. Nicole Burnard seconded the motion. **All in favor. 3-0.** Motion carries.

- 8. Future Agenda Items
  - a. Future meetings will include curriculum discussions. December meetings will focus on building the FY27 budget.
- 9. Adjournment
  - a. Chair Karyn Jones motioned to adjourn the meeting. Betsy Sues seconded the motion. **All in favor. 3-0.** Motion carries.

Respectfully Submitted,  
Julie Williams  
Executive Assistant to the Superintendent

**Documents Reviewed During the November 24, 2025 School Committee Meeting**

- 1. 1 - 3.a. Coversheet
- 2. 2- 3.a. Community Letter from the Sudbury School Committee Regarding Special Town

**Meeting**

3. 3 - 3.b. Coversheet
4. 4 - Legal Services Costs
5. 5 - R. Sax Legal Counsel Response
6. 6 - R. Sax OML Complaint
7. 7 - A. Sax Legal Counsel Response
8. 8 - A. Sax OML Complaint
9. 9 - K. Hayes Legal Counsel Response
10. 10 - K. Hayes OML Complaint
11. 11 - W. Fox Legal Counsel Response
12. 12 - W. Fox OML Complaint
13. 13 - 3.c. Coversheet
14. Curtis School Improvement Plan 2025-26
15. FY26 Haynes SIP
16. School Improvement Plan Loring 2025-2026
17. Nixon SIP 25-26
18. Noyes SIP 25-26 19
19. 3.d. Coversheet
20. 20 - Appointment of Members Memo
21. 21 - 3.e. Coversheet
22. SC Meeting Warrant Summary - 112025
23. 23 - 3.f. Coversheet
24. 100625\_Sudbury School Committee Minutes\_DRAFT
25. 102325\_Sudbury School Committee Minutes\_DRAFT
26. 1-Policy JBB - Educational Equity
27. 2- Policy IC-ICA - School Year School Calendar
28. 3-Trends\_Religious and Cultural Observations by County and District
29. 4-RAW DATA\_Religious and Cultural Observations by County and District
30. 5-Calendar Survey (1)
31. Special Town Meeting Articles 1, 2, 3
32. SC 2025 MCAS Data Presentation (1)
33. 1-SPS FY27 Budget Guidance 11-17-25
34. Memo\_SC\_FY27 Draft 3 Year Budget Forecast\_251124
35. SudburySchoolCommitteeFY27BudgetGuidelines
36. 00-Policy Subcommittee Memo
37. 01-SEPAC Memo
38. 1 - IMDA Coversheet
39. 2-POLICY IMDA - Current, Clean, Redlined.docx
40. 3- BEDH Coversheet
41. 4- POLICY BEDH - Current, Redlined
42. 5- BEA Coversheet
43. 6-Policy BEA - New Draft
44. 7- ECAB Coversheet
45. 8-DRAFT NEW ECAB Policy.docx
46. 9 -Coversheet EFBA
47. 10-DRAFT EFBA Policy NEW.docx
48. 11 -Coversheet IJOA

- 49. 12-Draft\_IJOA, Current, Policy Subcommittee Draft, SEPAC Redlines
- 50. 13 - Coversheet JJE
- 51. 14-DRAFT JJE
- 52. 15- Coversheet KBE
- 53. 16-Redlined KBE by Policy Subcommittee and SEPAC Redlines
- 54. 17- Coversheet KHB
- 55. 18- DRAFT KHB
- 56. 19 - Coversheet KI
- 57. 20-Current Policy and DRAFT KI Policy
- 58. 1 - Memo to SB SC Vacancy 11 18 25
- 59. 2025-2026 SC Agenda Setting & Materials - Rolling Agenda (3)