

Sudbury School Committee  
Meeting Minutes  
October 6, 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  
Ellen Vedora, SEA Representative

**Open Executive Session**

Chair Karyn Jones opened the executive session at 6:30 p.m.

Chair Karyn Jones made a motion to 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 and 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 September 22, 2025. Vice Chair Jessica McCready seconded the motion.

ROLL CALL VOTE:

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

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

Vice Chair Jessica McCready confirmed that the Sudbury School Committee will be entering into 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 and 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 September 22, 2025.

## **Open Regular Session**

Chair Karyn Jones opened the regular session at 7:11 p.m.

1. Public Comment
  - a. Sarah Maller, Sudbury resident, urged the Committee to reconsider the LGBTQ+ PAC.
  - b. Bill Fox, Sudbury resident, urged the Committee to focus on student education and shared his opposition to the LGBTQ+ PAC or any other special interest PAC.
  - c. Kathleen Parente, Sudbury resident, shared her concerns about the LGBTQ+ PAC due to potential loss of federal funding.
  - d. Rich Thalmann, Sudbury resident, shared his concerns about recent policies regarding the LGBTQ+ policy and PAC.
  - e. Colleen Gleason-Epple, Sudbury resident, noted that federal funding is tied to all DEI efforts and not specifically to LGBTQ+.
2. Special Matters
  - a. SMILE and Explore Presentation (Annette Doyle, Rebecca Amaral, Sarah Rivera and Annya Pedreschi)
    - i. The annual presentation on the summer SMILE and Explore Programs was presented to the Committee. The presentation covered the program objectives, changes to the program, educational impacts on subject matters and proposed changes to next year's program.
    - ii. The Committee asked questions related to the percentage of families who do not participate in the program, what steps are being taken to increase participation, and how students showing regression can be better supported. Additional questions focused on student data, the program's impact on learning, and absentee rates.
3. Educational and Operational Matters
  - a. SEA Report (Ellen Vedora)
    - i. Ms. Vedora shared the work Sudbury educators do beyond classroom instruction including planning, grading and participating in professional learning. She also emphasized the many roles teachers assume such as mentors, counselors, mediators all which help support students academic and emotional growth.
  - b. District Reports
    - i. Director of Business and Human Resources' Report
      1. An update was provided on the federal shutdown and any potential impacts to the schools.
      2. Questions from the Committee were related to the impact on free school lunches.
    - ii. Assistant Superintendent's Report
      1. The release of the MCAS Family Portal was put on hold by DESE. Those results should be available to families soon.
      2. The Sudbury Foundation recently awarded the Disability Awareness Committee a grant to continue teaching students in grade 3-5 about disabilities.

iii. Superintendent's Report

1. Department of Elementary and Secondary Education Award - 2025 MCAS Recognition: Sudbury Public Schools was honored as one of 63 districts in Massachusetts whose students have met or exceeded pre-pandemic MCAS performance
  - a. Sudbury was recognized as one of 63 districts who surpassed pre-pandemic MCAS scores - specifically in math.
  - b. During recent school visits, Superintendent Crozier was able to see the new EL curriculum in progress.
  - c. He recently participated in professional development titled Leading Now.

4. Consent Calendar

- a. Minutes (08/18/25)
- b. Community Budget Letter Describing the 2025-2026 Budget Planning Process With The Administration
  - i. Minor edits to the minutes 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. Nicole Burnard: Aye
      - b. Betsy Sues: Aye
      - c. Mandy Sim: Aye
      - d. Jessica McCready: Aye
      - e. Karyn Jones: Aye
    - i. **Vote: 5-0. Motion carries.**

5. New Business and Policy Matters

- a. Policy BGB Step 1 - Informational Item Only: SPS Members of the Tri-District Calendar Review Subcommittee Recommended Policy IMDA (Accommodations for Religious and Cultural Observances) for Potential Adoption
  - i. An update on this agenda item will be provided during Liaison Reports.
- b. Policy BGB Step 2 - Policy FA (Facilities Development Goals)
  - i. No further feedback was provided. This item will be voted on at the next meeting.
- c. Combined Facilities Memorandum of Agreement: Update, Next Steps
  - i. Member Nicole Burnard provided the Committee with an overview and highlights of discussions regarding the MOA with a goal to decide whether the MOA is meeting the needs of SPS.
  - ii. Questions from the Committee focused on the new tracking system—specifically the data it will provide, current capacity concerns, and anticipated next steps. They also sought clarification on whether our needs are being met, whether there is a backlog of work, and when data from the new system will be available. Additional questions surrounded whether other MOA models were considered, the language used regarding employee deployment, and whether Council review is required.

- iii. Combined Facilities Director Sandra Duran clarified that the dollar amount under discussion represents three salaries: those of the Director, the electrician, and the administrator. She also addressed capacity concerns and referenced an update on maintenance assignments, noting that she is awaiting additional data before finalizing the report.
    - iv. Next steps are a meeting with both the Sudbury School Committee and Select Board on October 31st.
- d. Preliminary Discussion of Potential Special and Annual Town Meeting Warrant Articles: School Committee members will share initial ideas and identify items requiring additional information or cost analysis from the administration
  - i. Chair Karyn Jones reviewed the Committee's suggested items for potential warrant articles. Clarification on the UDL retrofit was provided. All members agreed to move forward with the proposed articles. Questions were raised regarding solar initiatives, as well as the timeline for when the articles would be presented.
  - ii. Vice Chair Jessica McCready motioned for the administration to provide additional information on the following to discuss at a future meeting: Chapter 70 Funding Transfer, MSBA Roof Articles / ADA, UDL School Classroom Instructional Equipment, SPS Solar Revolving Fund and Safety Doors. Karyn Jones seconded the motion.
    - 1. ROLL CALL VOTE:
      - a. Nicole Burnard: Aye
      - b. Mandy Sim: Aye
      - c. Betsy Sues: Aye
      - d. Jessica McCready: Aye
      - e. Karyn Jones: Aye
    - i. **Vote: 5-0. Motion carries.**
- e. LGBTQ+ Parent Advisory Council: Finalize Proposal for Establishment, Possible Vote for Liaison Assignment and Next Steps
  - i. Vice Chair Jessica McCready motioned to approve the proposal for the establishment of a LGBTQ+ Parent Advisory Council as amended. Betsy Sues seconded the motion.
  - ii. Questions related to the cost of the PAC, the source of funding, and whether any budget cuts would be needed to accommodate the expense was asked.
  - iii. A member asked for legal review of both the PAC and the process for forming the PAC.
    - 1. ROLL CALL VOTE:
      - a. Jessica McCready: Aye
      - b. Betsy Sues: Aye
      - c. Mandy Sim: No
      - d. Nicole Burnard: No
      - e. Karyn Jones: Aye
    - i. **Vote: 3-2. Motion carries.**
  - iv. Mandy Sim made a motion to send this proposal for establishment of the LGBTQ Parent Advisory Council Sudbury Public Schools to our lawyer to review. "I just

think it's in the best interest of protecting us and our school district." Nicole Burnard seconded the motion.

v. Questions were raised about the potential need for legal input, and Member Sim clarified that the motion is to send the Committee-approved draft of the PAC to the attorney for review and feedback.

1. ROLL CALL VOTE:
  - a. Jessica McCready: No
  - b. Betsy Sues: No
  - c. Nicole Burnard: Aye
  - d. Mandy Sim: Aye
  - e. Karyn Jones: No
- i. **Vote: 2-3. Motion does not carry.**

vi. Chair Karyn Jones motioned to appoint Jessica McCready as the School Committee Liaison to the LGBTQ+ Parent Advisory Council effective immediately to serve until the Committee's next annual reorganization or until a successor is appointed. Betsy Sues seconded the motion.

1. ROLL CALL VOTE:
  - a. Nicole Burnard: No
  - b. Mandy Sim: No
  - c. Betsy Sues: Aye
  - d. Jessica McCready: Aye
  - e. Karyn Jones: Aye
- i. **Vote: 3-2. Motion carries.**

f. FY27 Calendar Review (First of Three Meetings): Member questions and comments on packet materials (mock calendars, memos, absentee data) with preliminary discussion of calendar options and half-day considerations; potential straw vote if needed. The Committee will vote on one mock calendar on 11/3 ahead of the 11/13 Tri-District School Committee meeting

- i. The Committee reviewed the work of the calendar subcommittee. Questions were raised about the inclusion of the second day of Rosh Hashanah. Members also sought clarification on whether the Tri-District Committee is considering all holiday requests and inquired about their timeline for a potential vote.
- ii. Clarification on what is being voted on and when was asked.
- iii. Concerns about the survey data was shared.

g. Appointment of a Sudbury School Committee Liaison to the Parks and Recreation Commission

- i. The Parks and Recreation Department requested that the Sudbury School Committee appoint a liaison for an upcoming fields need assessment.
- ii. Questions about this being an operational issue vs. a liaison role was discussed.
- iii. Vice Chair Jessica McCready motioned to appoint Karyn Jones as the Sudbury School Committee liaison to the Parks and Recreation Commission, effective immediately, to serve until the Committee's next annual reorganization or until a successor is appointed. Betsy Sues seconded the motion.

1. ROLL CALL VOTE:
  - a. Nicole Burnard: No

- b. Mandy Sim: Aye
- c. Jessica McCready: Aye
- d. Betsy Sues: Aye
- e. Karyn Jones: Aye

i. **Vote: 4-1. Motion carries.**

6. Liaison and Subcommittee Reports

- a. Updates from a recent Select Board meeting included the DEI Commission's request for clarity on its role with the Sudbury School Committee and other town departments. In addition, there was discussion about vocational education, specifically how the town would fund reintroducing Sudbury back into the program.

7. Adjournment

- a. Vice Chair Jessica McCready motioned to adjourn the October 6th School Committee Meeting at 10:19 p.m. Betsy Sues seconded the motion.

i. **ROLL CALL VOTE:**

- 1. Nicole Burnard: Aye
- 2. Mandy Sim: Aye
- 3. Betsy Sues: 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 October 6, 2025 School Committee Meeting**

- 1. Summer Learning Programs 2025
- 2. 081825\_Sudbury School Committee Minutes\_DRAFT
- 3. 2-DRAFT Community Budget Letter
- 4. 1-BGB - POLICY ADOPTION
- 5. 2 - Policy Subcommittee Memo - FA Facilities Development Goals.docx
- 6. 3-Current SPS Policy - FA Facility Development Goals
- 7. 4-DRAFT -FA Facilities Development Goals with Redlines
- 8. 5-DRAFT -FA Facilities Development Goals without RedLines
- 9. 1-Dec19EmailFacilities Department MOA
- 10. 2-Dec19MOAAgreedUponEdits
- 11. 3-Jan31EmailFacilities Department MOA
- 12. 4-Jan31MOAAgreedUponEdits
- 13. 5-Current MOA
- 14. 6-01312025Redlined Changes w\_ Current MOA
- 15. 7-MOA Edit Summary\_Currentv01312025vs
- 16. 09082025AgendaPacket\_PAC
- 17. 1-SPS Calendar Review Timeline\_Approved09222025
- 18. 2-Policy IC-ICA - School Year School Calendar
- 19. 3-Policy IMD - School Ceremonies and Observances

20. 4-Policy JBB - Educational Equity
21. 5-SPS Memos - Calendar Review .docx
22. 6-25-26 SPS Current Calendar
23. 6-25-26 StateFederal DRAFT
24. 7-25-26 Additional Holidays DRAFT
25. 8-26-27 SPS Current Calendar DRAFT
26. 9-26-27 StateFederal DRAFT
27. 10-26-27 Additional Holidays DRAFT
28. 11-27-28 SPS Current Calendar DRAFT
29. 12-27-28 StateFederal DRAFT
30. 13-27-28 Additional Holidays DRAFT
31. 14-Community Requested Holidays\_10062025
32. 14-SPS Absentee Data
33. sudbury.k12.ma.us Mail - [school\_committee] Park and Recreation Commission Liaison to the SPSC
34. 1-2025-2026 Policies and Procedures Tasked to the Policy Subcommittee.xlsx - Sheet1
35. 2-SEPAC October Events