

Sudbury School Committee
Meeting Minutes
May 18, 2026

Members Present:

Karyn Jones, Chair
Jessica McCready, Vice Chair
Julie Durgin-Sicree
Ellen Lederer-DeFrancesco
Betsy Sues

Also Present:

Brad Crozier, Superintendent
Annette Doyle, Assistant Superintendent
Don Sawyer, Director of Business and Human Resources
Michelle Marino, SEA Representative
Karen Wolfson, Math Curriculum Coordinator

Open Executive Session

Chair Karyn Jones opened the meeting. Jessica McCready, Betsy Sues, Julie Durgin-Sicree and Karyn Jones all confirmed their presence.

1. Executive Session

- a. Motion and vote to meet in executive session and return to open session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purposes:
 - i. Purpose (1) to discuss complaints brought against a public officer, employee, or staff member or individual (OML Complaint - M. Warzynski, 05/13/2026)
 - ii. Purpose (7) to review and approve minutes from the Sudbury School Committee Negotiations Subcommittee executive session of May 1, 2025
 - iii. Purpose (7) to review and approve minutes from the Sudbury School Committee executive session meetings of May 18, 2026
 - i. Vice Chair Jessica McCready made a motion and vote to meet in executive session and return to open session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purposes. Purpose 1 to discuss complaints brought against a public officer, employee, or staff member or individual (OML Complaint - M. Warzynski, 05/13/2026), purpose 7 to review and approve minutes from the Sudbury School Committee Negotiations Subcommittee executive session of May 1, 2025 and purpose 7 to review and approve minutes from the Sudbury School Committee executive session meetings of May 18, 2026. Betsy Sues seconded the motion.
 1. ROLL CALL VOTE:
 - a. Julie Durgin-Sicree: Aye
 - b. Betsy Sues: Aye
 - c. Jessica McCready: Aye

- d. Karyn Jones: Aye
 - i. **Vote: 4-0.** Motion carries.
- ii. Vice Chair Jessica McCready confirmed the Committee will enter into executive session and return to open session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purposes. Purpose 1 to discuss complaints brought against a public officer, employee, or staff member or individual (OML Complaint - M. Warzynski, 05/13/2026), purpose 7 to review and approve minutes from the Sudbury School Committee Negotiations Subcommittee executive session of May 1, 2025 and purpose 7 to review and approve minutes from the Sudbury School Committee executive session meetings of May 18, 2026.

Open Regular Session

Chair Karyn Jones opened the regular session meeting at 7:06 p.m.

- 1. Public Comment
 - a. Noah Stern Weber, Sudbury resident, shared his concern that the student connectedness survey does not provide the data to capture the experiences of Jewish students, referenced statewide hate crime and bias statistics, and stated his intent, as a member of the Anti-Hate Task Force, to advocate for the establishment of a Jewish Parent Advisory Council (PAC) as a Task Force recommendation.
 - b. Julie Durgin-Sicree, Sudbury resident, spoke on her behalf as a private citizen and emphasized the need to rebuild trust through transparency, respectful communication, and collaboration following the vote of no confidence. She encouraged the School Committee to move forward as a unified team, engage in thoughtful deliberation, and restore public confidence through accountability and consistent leadership.
 - c. Vice Chair Jessica McCready shared a statement welcoming Annette Doyle as Interim Superintendent for the 2026–2027 school year. She also thanked Brad Crozier for his leadership, years of service and commitment to ensuring a smooth transition.
- 2. Educational and Operational Matters
 - a. SEA Report (Michelle Marino)
 - i. Ms. Marino shared an end-of-year reflection on the 2025–2026 school year, noting that staff were balancing curriculum delivery, student support, evaluations, planning for next year, and community events as the year comes to a close. She shared both the challenges teachers faced and also positive experiences. The SEA looks forward to continued collaboration in the year ahead.
 - b. District Reports
 - i. Director of Business and Human Resources
 - 1. Bus registration is underway with 714 students registered to date. A survey is being used to gather feedback about a.m. and p.m. stops.
 - ii. Assistant Superintendent
 - 1. Third and fifth graders at Noyes Elementary received a Youth Service Award for preparing meal kits for the Sudbury Food Pantry.

2. A reminder that 8th Grade Capstone civic action projects will be presented on Wednesday, showcasing student-led research and community-focused action projects.

iii. Superintendent

1. Recent student events include participation in the Special Olympics in Littleton, Kindergarten Orientation is scheduled for June 3rd, and 8th graders just returning from their Washington DC trip. Thanks to the staff and volunteers who helped to support the experience for the students.
2. He also highlighted the 8th Grade Capstone projects and commended students for their engagement and learning through these projects.

3. Consent Calendar

- a. Approval of Minutes (03/02/2026; 03/16/2026; 03/31/2026)
- b. Approval of Subcommittee Minutes
 - i. Tri-District Calendar Review Subcommittee (02/27/2026)
 - ii. Budget Subcommittee Minutes (04/30/2026)
- c. Approval of Monthly Accounts Payable and Payroll Warrants
- d. Receipt of CASE Collaborative's Q3 Report
- e. Receipt of ACCEPT Educational Collaborative's Q3 Report
- f. Approval of Anti Hate / Anti Bias Task Force Charge
- g. Approval of the Triennial Review and Proposed Local Wellness Policy Revisions
- h. Receipt of the Superintendent's Implementation Guide for Policy IMDA
 - i. Vice Chair McCready provided an update on the Wellness Policy revisions.
 - ii. Questions were asked regarding the distribution of Policy IMDA and the ACCEPT Collaborative Q3 report, including transportation and financial concerns.
 1. Vice Chair Jessica McCready motioned to accept all items on the Consent Calendar. Julie Durgin-Sicree seconded the motion.
 - a. ROLL CALL VOTE:
 - i. Julie Durgin-Sicree: Aye
 - ii. Ellen Lederer-DeFrancesco: Aye
 - iii. Betsy Sues: Aye
 - iv. Jessica McCready: Aye
 - v. Karyn Jones: Aye
 1. **Vote: 5-0.** Motion carries.

4. Business and Policy Matters

- a. Welcome Member Ellen Lederer-DeFrancesco; Review of School Committee Operating Protocols, Policy BA-1
 - i. Chair Jones welcomed new Committee member, Ellen Lederer-DeFrancesco
 1. Vice Chair Jessica McCready motioned that the Sudbury School Committee reaffirm its commitment to the School Committee Operating Protocols as outlined and that all members agree to conduct the work of the Committee in accordance with these established expectations. Betsy Sues seconded the motion.
 - a. ROLL CALL VOTE:
 - i. Ellen Lederer-DeFrancesco: Aye

- ii. Julie Durgin-Sicree: Aye
- iii. Betsy Sues: Aye
- iv. Jessica McCready: Aye
- v. Karyn Jones: Aye

1. **Vote: 5-0.** Motion carries.

b. Discussion Regarding Operational Feedback from Union

- i. In response to topics brought up during Negotiations, the purpose of this agenda item is to discuss governance and oversight responsibilities related to appropriate staffing levels, allocation of resources, workload and caseload management.
- ii. Concerns related to feedback shared and a request to bring to executive session was asked.
- iii. An appreciation of the timeliness of this agenda item related to goal setting and alignment was shared.
- iv. A request for presentations sharing data on staffing and resources was made.

c. 2025-2026 School Committee Goals: Where we are to date

- i. A summary review of what has been accomplished to date was shared.
 - 1. Vice Chair Jessica McCready moved to approve the document on School Committee goals and to post it on the School Committee website. Julie Durgin-Sicree seconded the motion.
 - a. ROLL CALL VOTE:
 - i. Ellen Lederer-DeFrancesco: Aye
 - ii. Julie Durgin-Sicree: Aye
 - iii. Betsy Sues: Aye
 - iv. Jessica McCready: Aye
 - v. Karyn Jones: Aye

1. **Vote: 5-0.** Motion carries.

d. 2025-2026 School Committee Goal: Teaching, Learning, and Technology

- i. Review 7th grade math and the compacted grade 7 / 8 pathway; recommendations; next steps
 - 1. Karen Wolfson, Math Curriculum Coordinator, shared an update with the Committee on middle school math. She shared the background on why the new course was offered, students scores, course options, course placement, and a recap of middle school math pathways.
 - 2. Questions were asked regarding placement, online course options, female trend data, the C+ benchmark for monitoring student progress, and feedback related to student stress.
- ii. Monitor the implementation of Policy JICJ, Student Use of Technology in schools; review feedback received this year; next steps
- iii. Review and evaluate the integration of digital resources and instructional technology in classroom instruction; review feedback received this year; administration recommendation regarding possible working group; next steps

1. The Committee shared their thoughts and agreed that they are satisfied with the current progress and will continue to monitor it. A request was made for parent communications to provide updates related to technology.
 2. Administration shared Professional Development looking forward, including team building activities before chrome books are introduced in 6th grade, software restrictions, "turn off time" ability for parental controls and an update to the Student Acceptable Use policy for FY27.
- e. 2025-2026 School Committee Goal: After School Care & Enrichment
- i. Review recommendation from administration on whether or not SPS can provide one classroom in each of the four elementary schools to Park & Recreation for enrichment opportunities for students after school; next steps
 1. An update was provided to the Committee regarding the availability of space in the schools to accommodate an enrichment program in partnership with Park and Recreation.
 2. Due to limited space in the schools, the Committee requested that transportation from the schools to Park and Recreation be considered as a future option.
- f. 2025-2026 School Committee Goal: Family and Community Engagement
- i. Conduct a minimum of two community listening sessions; review feedback from listening sessions; next steps
 - ii. Strengthen and support the School Committee's Parent Advisory Council(s)
 1. Review feedback from Parent Advisory Councils
 - a. The Committee reviewed the Spring Listening Sessions. They would support continuing to have them but with better messaging when advertising them so there is more awareness of their purpose.
- g. Annual Reorganization of the School Committee
- i. The Committee reorganizes on an annual basis.
 1. Chair Karyn Jones nominates Jessica McCready as Chair and Betsy Sues as Vice Chair. Both McCready and Sues accepted the nominations.
 2. The nominated Chair was asked how conflicts of interest and differences of opinion within the Committee would be handled.
 3. The nominated Vice Chair was asked how they would handle conflict or stressful situations. A member also asked how they could best support the Chair and Vice Chair in their new roles.
 4. Karyn Jones moves to appoint Jessica McCready as Chair of the Sudbury School Committee and member Betsy Sues as Vice Chair for the 2026-2027 term. Julie Durgin-Sicree seconded the motion.
 - a. ROLL CALL VOTE:
 - i. Ellen Lederer-DeFrancesco: Aye
 - ii. Jessica McCready: Aye
 - iii. Betsy Sues: Aye
 - iv. Julie Durgin-Sicree: Aye
 - v. Karyn Jones: Aye

1. **Vote: 5-0.** Motion carries.
- ii. Newly elected Chair, Jessica McCready, ran the meeting from this point forward. The Committee then reorganized the Subcommittees of the School Committee.
- iii. Vice Chair Betsy Sues motioned to appoint Chair Jessica McCready and member Betsy Sues to the Negotiations Labor Relations Subcommittee. Karyn Jones seconded the motion.
 1. ROLL CALL VOTE:
 - a. Karyn Jones: Aye
 - b. Ellen Lederer-DeFrancesco: Aye
 - c. Julie Durgin-Sicree: Aye
 - d. Betsy Sues: Aye
 - e. Jessica McCready: Aye
 - i. **Vote: 5-0.** Motion carries.
- iv. Vice Chair Betsy Sues motioned to appoint members Betsy Sues and Karyn Jones to the Budget Subcommittee. Julie Durgin-Sicree seconded the motion.
 1. ROLL CALL VOTE:
 - a. Karyn Jones: Aye
 - b. Ellen Lederer-DeFrancesco: Aye
 - c. Julie Durgin-Sicree: Aye
 - d. Betsy Sues: Aye
 - e. Jessica McCready: Aye
 - i. **Vote: 5-0.** Motion carries.
- v. Vice Chair Betsy Sues motioned to appoint Chair Jessica McCready and member Ellen Lederer-DeFrancesco to the Superintendent Search Committee. Karyn Jones seconded the motion.
 1. ROLL CALL VOTE:
 - a. Karyn Jones: Aye
 - b. Ellen Lederer-DeFrancesco: Aye
 - c. Julie Durgin-Sicree: Aye
 - d. Betsy Sues: Aye
 - e. Jessica McCready: Aye
 - i. **Vote: 5-0.** Motion carries.
- vi. Vice Chair Betsy Sues motioned to appoint members Karyn Jones and Julie Durgin-Sicree to the Policy Subcommittee. Karyn Jones seconded the motion.
 1. ROLL CALL VOTE:
 - a. Karyn Jones: Aye
 - b. Ellen Lederer-DeFrancesco: Aye
 - c. Julie Durgin-Sicree: Aye
 - d. Betsy Sues: Aye
 - e. Jessica McCready: Aye
 - i. **Vote: 5-0.** Motion carries.

- vii. Vice Chair Betsy Sues motioned to appoint member Ellen Lederer-DeFrancesco to the Anti-Hate / Anti-Bias Task Force. Karyn Jones seconded the motion.
1. ROLL CALL VOTE:
 - a. Karyn Jones: Aye
 - b. Ellen Lederer-DeFrancesco: Aye
 - c. Julie Durgin-Sicree: Aye
 - d. Betsy Sues: Aye
 - e. Jessica McCready: Aye
 - i. **Vote: 5-0.** Motion carries.
- viii. Vice Chair Betsy Sues motioned to appoint Chair Jessica McCready and member Betsy Sues as liaisons to the Select Board. Julie Durgin-Sicree seconded the motion.
1. ROLL CALL VOTE:
 - a. Karyn Jones: Aye
 - b. Ellen Lederer-DeFrancesco: Aye
 - c. Julie Durgin-Sicree: Aye
 - d. Betsy Sues: Aye
 - e. Jessica McCready: Aye
 - i. **Vote: 5-0.** Motion carries.
- ix. Vice Chair Betsy Sues motioned to appoint member Ellen Lederer-DeFrancesco to be the Legislative liaison. Julie Durgin-Sicree seconded the motion.
1. ROLL CALL VOTE:
 - a. Karyn Jones: Aye
 - b. Betsy Sues: Aye
 - c. Ellen Lederer-DeFrancesco: Aye
 - d. Julie Durgin-Sicree: Aye
 - e. Jessica McCready: Aye
 - i. **Vote: 5-0.** Motion carries.
- x. Vice Chair Betsy Sues motioned to appoint member Julie Durgin-Sicree to be the LS liaison and also the liaison to the LGBTQ+ Parent Advisory Committee. Karyn Jones seconded the motion.
1. ROLL CALL VOTE:
 - a. Betsy Sues: Aye
 - b. Karyn Jones: Aye
 - c. Ellen Lederer-DeFrancesco: Aye
 - d. Julie Durgin-Sicree: Aye
 - e. Jessica McCready: Aye
 - i. **Vote: 5-0.** Motion carries.
- xi. Vice Chair Betsy Sues motioned to appoint Jessica McCready as liaison to the Health Advisory Council. Julie Durgin-Sicree seconded the motion.
1. ROLL CALL VOTE:
 - a. Betsy Sues: Aye
 - b. Karyn Jones: Aye

- c. Ellen Lederer-DeFrancesco: Aye
- d. Julie Durgin-Sicree: Aye
- e. Jessica McCready: Aye
- i. **Vote: 5-0.** Motion carries.

- xii. Vice Chair Betsy Sues motioned to appoint Betsy Sues as liaison to the Finance Committee. Jessica McCready seconded the motion.

1. ROLL CALL VOTE:

- a. Karyn Jones: Aye
- b. Betsy Sues: Aye
- c. Ellen Lederer-DeFrancesco: Aye
- d. Julie Durgin-Sicree: Aye
- e. Jessica McCready: Aye
- i. **Vote: 5-0.** Motion carries.

- xiii. Vice Chair Betsy Sues moves to appoint Karyn Jones and Betsy Sues as liaisons to the Sudbury Special Education Advisory Council. Ellen Lederer-DeFrancesco seconded the motion.

1. ROLL CALL VOTE:

- a. Betsy Sues: Aye
- b. Karyn Jones: Aye
- c. Ellen Lederer-DeFrancesco: Aye
- d. Julie Durgin-Sicree: Aye
- e. Jessica McCready: Aye
- i. **Vote: 5-0.** Motion carries.

- xiv. Vice Chair Betsy Sues motioned to appoint Karyn Jones to be the Communications liaison. Ellen Lederer-DeFrancesco seconded the motion.

1. ROLL CALL VOTE:

- a. Betsy Sues: Aye
- b. Karyn Jones: Aye
- c. Ellen Lederer-DeFrancesco: Aye
- d. Julie Durgin-Sicree: Aye
- e. Jessica McCready: Aye
- i. **Vote: 5-0.** Motion carries.

- xv. Vice Chair Betsy Sues motioned to appoint Ellen Lederer-DeFrancesco to the Energy and Sustainability Committee. Julie Durgin-Sicree seconded the motion.

1. ROLL CALL VOTE:

- a. Betsy Sues: Aye
- b. Ellen Lederer-DeFrancesco: Aye
- c. Karyn Jones: Aye
- d. Julie Durgin-Sicree: Aye
- e. Jessica McCready: Aye
- i. **Vote: 5-0.** Motion carries.

- xvi. Vice Chair Betsy Sues motioned to appoint Jessica McCready as liaison to the Park and Rec Commission. Karyn Jones seconded the motion.
1. ROLL CALL VOTE:
 - a. Betsy Sues: Aye
 - b. Julie Durgin-Sicree: Aye
 - c. Ellen Lederer-DeFrancesco: Aye
 - d. Karyn Jones: Aye
 - e. Jessica McCready: Aye
 - i. **Vote: 5-0.** Motion carries.
- xvii. Vice Chair Betsy Sues motioned to appoint Julie Durgin-Sicree as the MASC Delegate. Betsy Sues seconded the motion.
1. ROLL CALL VOTE:
 - a. Karyn Jones: Aye
 - b. Betsy Sues: Aye
 - c. Ellen Lederer-DeFrancesco: Aye
 - d. Julie Durgin-Sicree: Aye
 - e. Jessica McCready: Aye
 - i. **Vote: 5-0.** Motion carries.
- xviii. Vice Chair Betsy Sues motioned to approve the Budget Subcommittee Charge and the Negotiation Labor Relations Charge as amended. Karyn Jones seconded the motion.
1. ROLL CALL VOTE:
 - a. Betsy Sues: Aye
 - b. Karyn Jones: Aye
 - c. Julie Durgin-Sicree: Aye
 - d. Ellen Lederer-DeFrancesco: Aye
 - e. Jessica McCready: Aye
 - i. **Vote: 5-0.** Motion carries.
- xix. Vice Chair Betsy Sues motioned to approve the Policy Subcommittee Charge as amended. Julie Durgin-Sicree seconded the motion.
1. ROLL CALL VOTE:
 - a. Julie Durgin-Sicree: Aye
 - b. Betsy Sues: Aye
 - c. Karyn Jones: Aye
 - d. Ellen Lederer-DeFrancesco: Aye
 - e. Jessica McCready: Aye
 - i. **Vote: 5-0.** Motion carries.
- xx. Vice Chair Betsy Sues motioned to approve the Superintendent Search Subcommittee Charge as amended. Julie Durgin-Sicree seconded the motion.
1. ROLL CALL VOTE:
 - a. Karyn Jones: Aye
 - b. Betsy Sues: Aye
 - c. Ellen Lederer DeFrancesco: Aye

- d. Julie Durgin-Sicree: Aye
- e. Jessica McCready: Aye
- i. **Vote: 5-0.** Motion carries.

h. Approval of Athletic and Extracurricular Activity Fees

- i. The School Committee reviewed the proposed recommendations by Mr. Sawyer.
- ii. Data on the number of club participants was asked for.
- iii. This agenda item will be brought to the Budget Subcommittee.

i. Review 2026-2027 School Committee Meeting Schedule

- i. A draft calendar was presented to the Committee.
- ii. Recommended edits were discussed and approved.
 - 1. Vice Chair Betsy Sues motioned to approve the Fiscal Year 26-27 School Committee Meeting Schedule as amended. Julie Durgin-Sicree seconded the motion.
 - a. ROLL CALL VOTE:
 - i. Karyn Jones: Aye
 - ii. Betsy Sues: Aye
 - iii. Ellen Lederer-DeFrancesco: Aye
 - iv. Julie Durgin-Sicree: Aye
 - v. Jessica McCready: Aye
 - 1. **Vote: 5-0.** Motion carries.

j. Sudbury Pride Day Attendance

- i. The Committee discussed pride day and decided who would attend.
 - 1. Vice Chair Betsy Sues motioned that the Sudbury School Committee participate in Sudbury Pride Day and designate School Committee Member Julie Durgin-Sicree to coordinate scheduling and participation of Committee members as the School Committee / Sudbury Public Schools table. Julie Durgin-Sicree seconded the motion
 - a. ROLL CALL VOTE:
 - i. Julie Durgin-Sicree: Aye
 - ii. Ellen Lederer-DeFrancesco: Aye
 - iii. Betsy Sues: Aye
 - iv. Karyn Jones: Aye
 - v. Jessica McCready: Aye
 - 1. **Vote: 5-0.** Motion carries

k. Community Communication

- i. A draft communication was shared with the Committee for their review.
- ii. A question related to whether the Committee's reorganization would be included was asked.
 - 1. Vice Chair Betsy Sues motioned to approve the email communication and 2025-2026 School Committee goals year end report as amended by Karyn Jones. Karyn Jones seconded the motion.
 - a. ROLL CALL VOTE:
 - i. Julie Durgin-Sicree: Aye

- ii. Ellen Lederer-DeFrancesco: Aye
- iii. Betsy Sues: Aye
- iv. Karyn Jones: Aye
- v. Jessica McCready: Aye
- 1. **Vote: 5-0.** Motion carries.

5. Adjournment

- a. Vice Chair Betsy Sues motioned to adjourn at 9:55 p.m. Ellen Lederer-DeFrancesco seconded the motion.
 - i. ROLL CALL VOTE:
 - 1. Ellen Lederer-DeFrancesco: Aye
 - 2. Karyn Jones: Aye
 - 3. Julie Durgin-Sicree: Aye
 - 4. Betsy Sues: Aye
 - 5. Jessica McCready: Aye
 - a. **Vote: 5-0.** Motion carries.

Respectfully Submitted,
 Julie Williams
 Executive Assistant to the Superintendent

Documents Reviewed During the May 18, 2026 School Committee Meeting

- 1. 030226_Sudbury School Committee Minutes_DRAFT
- 2. 031626_Sudbury School Committee Minutes_DRAFT
- 3. 033126_Sudbury School Committee Minutes_DRAFT
- 4. Calendar Review Subcommittee Minutes 2.27.26.docx
- 5. DRAFT - Budget Subcommittee Minutes 4.30.26
- 6. SC Meeting Warrant Summary - 051826
- 7. Letter to School Committee Voted Budget_CASE
- 8. ACCEPT Q3 FY26 Executive Director's report (2) (1)
- 9. ACCEPT BoD Update Treasurer Q3 report 3.31.26 (1)
- 10. DRAFT Sudbury Public Schools' Commitment to Addressing Antisemitism and All Forms of Hate and Bias (1)
- 11. 1. Triennial Review_ LWP Overview May 2026
- 12. 2. REV 3- DRAFT Wellness Policy 5.1.26
- 13. 3. Final DRAFT Wellness Policy 5.8.26
- 14. 4. SPS Policy Strength Checklist
- 15. 5. Policy Implementation Assmt
- 16. Guide for Implementation of SPS School Committee Policy IMDA: Accommodations for Religious and Cultural Observances
- 17. File_ 1 - BA - SCHOOL COMMITTEE OPERATIONAL GOALS
- 18. 2-Policy BA-1_ SC Operating Protocols
- 19. DRAFT-2025-2026 School Committee Goals Working Document
- 20. Middle School Math Update_Spring 2026
- 21. Technology Update - SC Goal FY26
- 22. Enrichment Spaces

23. Listening Session Summary 04.14.26
24. Parent Advisory Council Survey Results
25. DRAFT Negotiations-LaborRelationsSubcommitteeCharge
26. Draft Budget Subcommittee Charge (1)
27. DRAFT Policy Subcommittee Charge
28. DRAFT_ Superintendent Search Subcommittee Charge
29. Memo_SC_FY27 FeeRecommendation_Athletics and Clubs_260424
30. sudbury.k12.ma.us Mail - Fwd_ Clubs
31. School Committee Meeting Schedule FY27
32. DRAFT Email Communication 2025–2026
33. School Committee Goals Year-End Report