Fall 2026

Town of Sudbury

MUNICIPAL UPDATE

AGRICULTURE | BUDGETING | DPW | VOCATIONAL ED



TAKING GOOD CARE

How Sudbury DPW protects our public infrastructure.

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Sudbury Select Board

shown left to right: *Janie Dretler* (Chair), *Radha Gargeya (Vice-Chair), Dan Carty, Lisa Kouchakdjian, and Charlie Russo.*



SELECT BOARD OFFICE HOURS



Charlie Russo



Dan Carty

Wednesday, JAN 13
12PM
via Zoom

UPCOMING SELECT BOARD MEETINGS

Meetings are held virtually and broadcast on SudburyTV.
Please see meeting agendas for details.

Tue, November 24, 2026 (7:00 pm)
Tue, December 1, 2026 (7:00 pm)
Tue, December 8, 2026 (7:00 pm)
Tue, January 12, 2027 (7:00 pm)

https://sudbury.ma.us/selectboard/meetings/
agendas - supporting materials - minutes

Sudbury Public Works

Paving a safe & reliable road ahead

By Radha Gargeya
Vice-Chair, Sudbury Select Board



Tina Rivard, Director of Sudbury's Department of Public Works (DPW), describes the department's mission as one of "public service by taking good care of the public infrastructure."DPW serves all of us through their care of our public properties, fields, parks, buildings, bridges, dams, walkways, and anything else that is publicly owned.

I thank Tina Rivard for her time in describing DPW's work and their plans, projects, and activities. All this work is done and monitored by the excellent staff at DPW.

DPW, through their work:

- supports other departments
- assists in obtaining proper permits
- works with the Health Department, inspects subdivisions and projects
- helps with town elections
- aids town-sanctioned activities and events such as the Memorial Day Ceremonies, Fourth of July Parade, and the recent Sudbury 250 Day
- maintains roadway safety
- clears the snow via meticulously planned operations
- offers a salt and sand bucket program for Seniors

If you live in a recent subdivision or development, you can stay assured because DPW helped the Planning Board through inspections and comments that aided the contractor or developer in meeting the necessary rules and regulations.

DPW offers its expertise on pavements and roadways for new subdivisions. An example is the Bonnie Brook Subdivision, which was approved a few years ago, now commencing construction.

DPW organizes its work through these departments:

Engineering Department
This department provides engineering services to various Boards and Committees, Town Departments (Police, Fire, DPW, Planning, Conservation, Sudbury Water District. and the Public Schools). This department is also the depository of over 4,000 plans of properties within the Town.

Highway Department
This department is responsible for the maintenance of all public streets and roads. Maintenance of these areas include pavement management, leveling, grading and marking roads, snow plowing and sanding, street sweeping, pothole repair, sign and vandalism repair, shrub and tree care, as well as drainage maintenance, and support of civic activities.

Parks and Grounds Department
This department is responsible for the maintenance of the town athletic fields, town buildings, open space, and conservation land. Maintenance of these facilities include mowing, aerating, fertilizing, irrigation and system maintenance, weed and insect control; litter clean-up, leaf removal, leveling, grading and marking fields, fence and vandalism repairs; shrub and tree care, support of town offices and civic activities.



Drainage and Transfer Station

This department handles all the drainage issues for the town. It also operates a secure, safe and environmentally friendly Transfer Facility for the residents of Sudbury to properly dispose of and/or recycle common household items and limited hazardous waste.

Trees and Cemeteries

This department takes care of trees on public properties. It offers a document, 'Who is responsible for this tree?,' a good guide for town residents. This department is responsible for the operation and maintenance of seven Town cemeteries. Sudbury residents and previous Sudbury residents may purchase cemetery lots.

The following is a list of recent activities of the DPW.

- DPW has undertaken a major effort in inspecting all the trees on Sudbury Public Schools and removing those that could be a hazard.
- DPW did re-pavement and under the pavement work in preparation for the state awarded Hudson to Maynard road improvement work. This ensures the longevity of the work done by the state. Not all the towns do the prep work thereby leading to roads that fall into quicker disrepair.
- DPW conducted paving work to maintain the existing access roads at the following cemeteries: Mount Pleasant Cemetery, Newtown Cemetery, Old Town Cemetery.



- Planning Board has recently adopted a walkway policy. Through this, Sudbury residents can request a new walkway. DPW and Planning Board then assess the project, estimate the costs, seek necessary easements. When it gets to the implementation stage, DPW does the engineering work of grading and elevation.
- Sherman's Bridge Project. Sherman's Bridge is a key link between Sudbury and Wayland. After several public hearings and review of public input, the project will commence on 11/9/2026. After 12 weeks of work, the project is expected to be done by 2/1/2027.
- Old Sudbury Road Culvert Project. This project will be done in two phases, the first phase, near the United Methodist Church, was completed in October 2026. The second phase, near Water Row, will start in Spring.



- A middle school student, as part of her Civics project, proposed a safe pedestrian crossing for Goodnow Library on Concord Rd. The project received a state grant. Town residents are grateful to the student, who is now a sophomore at Lincoln Sudbury High School.
- A state grant was obtained for a Concord Rd culvert replacement project.
- DPW is working on Feeley Field construction project and Davis Field design work (funded by the Community Preservation Committee).
- Sudbury acquired ownership of the Bruce Freeman Rail Trail. DPW recently cleared overgrown vegetation by the rail trail.
- The Cricket Pond on Heritage Park needs to be drained and dredged. This work will go to bid in Fall 2027.
- DPW is working with the Sudbury Water District on Raymond Road culvert replacement to ensure the integrity and safety of the water infrastructure during this project.

DPW has also obtained the following grants.

- A $10,000 risk management grant from the Massachusetts Interlocal Insurance Association (MIIA), the town's property and casualty insurance provider, to support the purchase of critical safety equipment and protective gear for the Department of Public Works.
- A $956,695 in MassDOT grant funding through the FY26 Complete Streets and Community Culvert Programs.

Through their hard work, careful planning, great stewardship of public money, and obtaining various grants, DPW continues serve its mission to take good care of our public infrastructure.

SUDBURY
Parks & Recreation

The Murder Mystery Co.

YOU'RE INVITED TO THE

DEATH OF A GANGSTER

A 1920'S THEMED MURDER MYSTERY PARTY

6:00 PM
NOV. 20TH, 2026

FAIRBANK COMMUNITY CENTER
40 FAIRBANK RD
SUDBURY, MA 01776

Lucky you! You've been invited to the Dunn Speakeasy for the wedding of the year! In this "married to the mob" event, you'll never know who to trust. With the two families merging together, someone is bound to lose power, which means someone else will lose their life! Get on the trolley and solve this case with your fellow detectives.



DRESS CODE

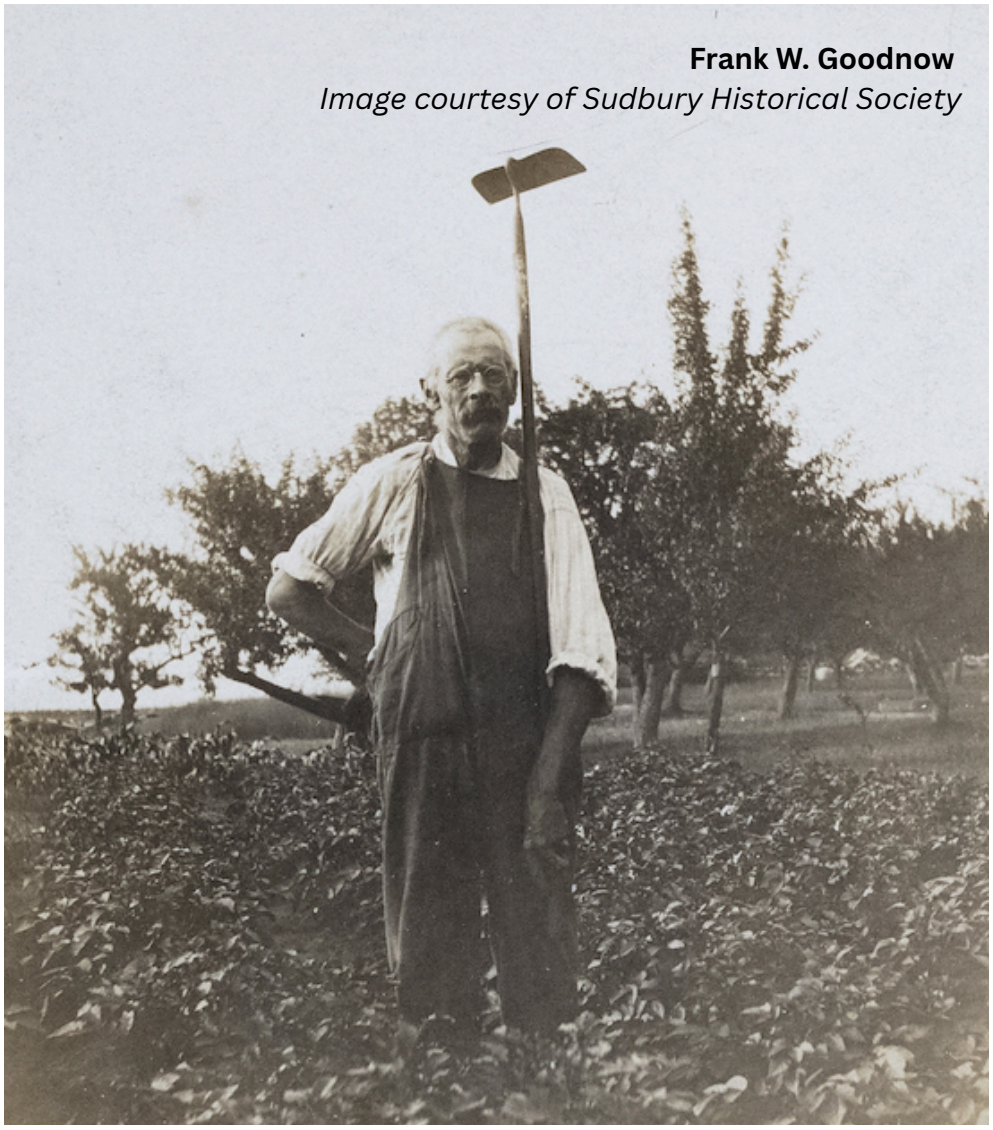
Wear 1920's-themed attire — think flapper dresses & zoot suits!

REGSITER AT:
SUDBURYREC.COM
SPACE IS LIMITED!
18+ EVENT

HOSTED BY
SUDBURY PARKS & RECREATION DEPARTMENT

Back to their Roots: *The Agricultural Commission is Reborn*

By Dan Carty
Sudbury Select Board



Frank W. Goodnow
Image courtesy of Sudbury Historical Society

Originally formed in 2005 by a vote at Annual Town Meeting, the Sudbury Agricultural Commission met fairly regularly before going dormant in 2019. Recently, local interest in the Commission re-emerged, and the Select Board appointed five members to revive its vital work.

The committee officially met as a group for the first time on September 24, 2026, and got right to work. After electing Victor Sulkowski as Chair and Laura Abrams as Vice Chair, they discussed the need to define their mission and constituency, with a primary focus on supporting both established and small-scale farmers in town.

To spread the word about their re-formation, the group planned to launch outreach through the town's 61A assessment list, a special municipal tax classification for agricultural and horticultural land, by looking at properties in an Agricultural Preservation Restriction (APR), and by directly contacting existing local Farm Bureau members. They also discussed the recently released draft Open Space and Recreation Plan , which contains multiple active references to local agriculture and the Commission itself.

Setting the Agenda & State-Wide Collaboration

The second meeting of the Agricultural Commission, held on October 22, focused on establishing the

Commission's role and identifying ways to support local farming in Sudbury. Victor reported on efforts to compile a comprehensive registry of local agricultural properties using data from the town assessor, health department, and other municipal sources. The Commission discussed potential outreach to local schools, including potential participation in the Massachusetts Farm to School program.

Demonstrating a strong commitment to their civic roles, the commissioners integrated professional development directly into their second meeting. Pete Westover, representing the Massachusetts Department of Agricultural Resources (MDAR) AgCom Technical Assistance Team, visited the meeting to share operational examples from other successful commissions across the state. He highlighted MGL Chapter 40, Section 8L, which legally empowers municipal agricultural commissions to purchase and manage land, as well as establish farmland protection funds. The group discussed the possibility of leveraging Community Preservation Act (CPA) funds for agricultural preservation and emphasized the importance of coordinating closely with the Conservation Commission and other town boards. The conversation concluded with a discussion on potential future collaborations with the Sudbury Valley Trustees and other regional conservation organizations.

Defining Modern Farming in Sudbury

In speaking with Mr. Sulkowski, we discussed what agriculture truly means in Sudbury today and how it has evolved over time. The conversation touched not just on major local commercial operations, but also on residents raising bees or keeping backyard chickens. "I think the definition of farming has changed," said Victor. "A handful of people with chicken coops may produce as many eggs as a small farm. I think there is an opportunity for the Commission to benefit farms large and small by liaising with local departments, boards, and committees as well as organizations like the Massachusetts Farm Bureau and the Middlesex County Farm Bureau." He pointed to the Massachusetts Farmland Action Plan as a critical blueprint to help municipal groups protect vulnerable agricultural land.

Meet the Commission

The five appointed Commission members bring diverse professional expertise and agricultural experience to the town:

- Laura Abrams (Vice Chair): President at J.P. Bartlett Co., a fourth-generation, family-owned and operated wholesale greenhouse.
- Kelly Culver: Owner-Operator at WG Stables, a local horse-riding school and boarding stable.
- Allison Goldfarb: Owner-Operator at North Light Coaching, an equine-facilitated activities and therapies practice.
- Joshua Joslyn: Owner-Operator at The Cheese Shop in Concord, a specialized cheese shop offering artisan deli products and curated wines.
- Victor Sulkowski (Chair): Owner-Operator at The Water's Edge, a small family farm, stable, and contracting service.

Get Involved

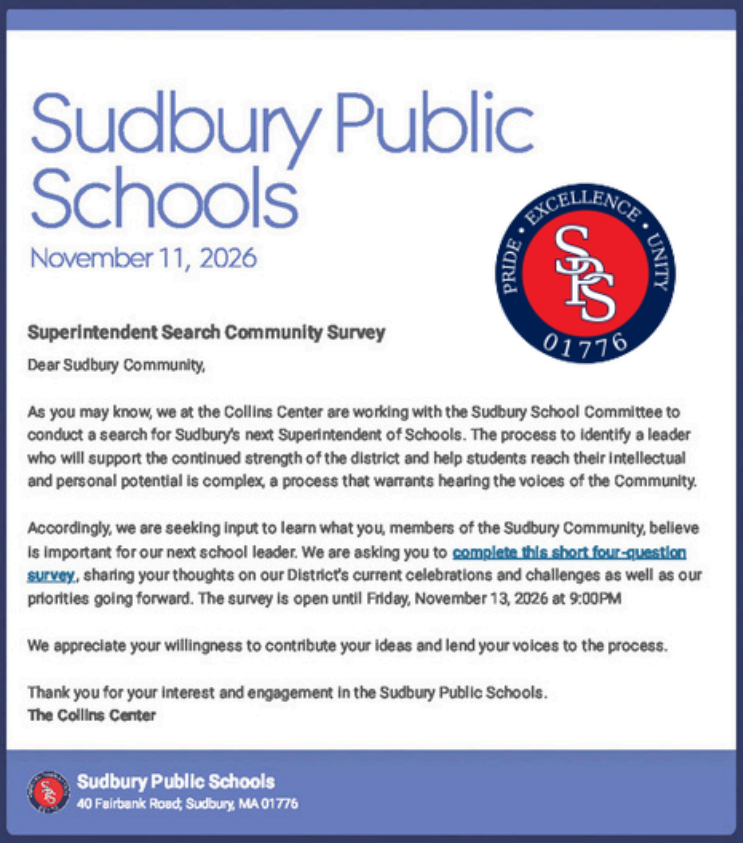
The Commission plans to meet monthly, and all meetings are fully open to the public. Residents and local farmers are encouraged to get involved:

- Official Website: Watch for updates on the Sudbury Agricultural Commission Page.
- State Resources: Learn more via the Massachusetts Department of Agricultural Resources and review the state's goals in the Massachusetts Farmland Action Plan.

The Agricultural Commission can be reached via email at agricultural@lists.sudbury.ma.us.



Superintendent Search



Sudbury Public Schools

November 11, 2026

Superintendent Search Community Survey

Dear Sudbury Community,

As you may know, we at the Collins Center are working with the Sudbury School Committee to conduct a search for Sudbury's next Superintendent of Schools. The process to identify a leader who will support the continued strength of the district and help students reach their intellectual and personal potential is complex, a process that warrants hearing the voices of the Community.

Accordingly, we are seeking input to learn what you, members of the Sudbury Community, believe is important for our next school leader. We are asking you to complete this short four-question survey, sharing your thoughts on our District's current celebrations and challenges as well as our priorities going forward. The survey is open until Friday, November 13, 2026 at 9:00PM

We appreciate your willingness to contribute your ideas and lend your voices to the process.

Thank you for your interest and engagement in the Sudbury Public Schools.
The Collins Center

Sudbury Public Schools
40 Fairbank Road; Sudbury, MA 01776

Community Survey

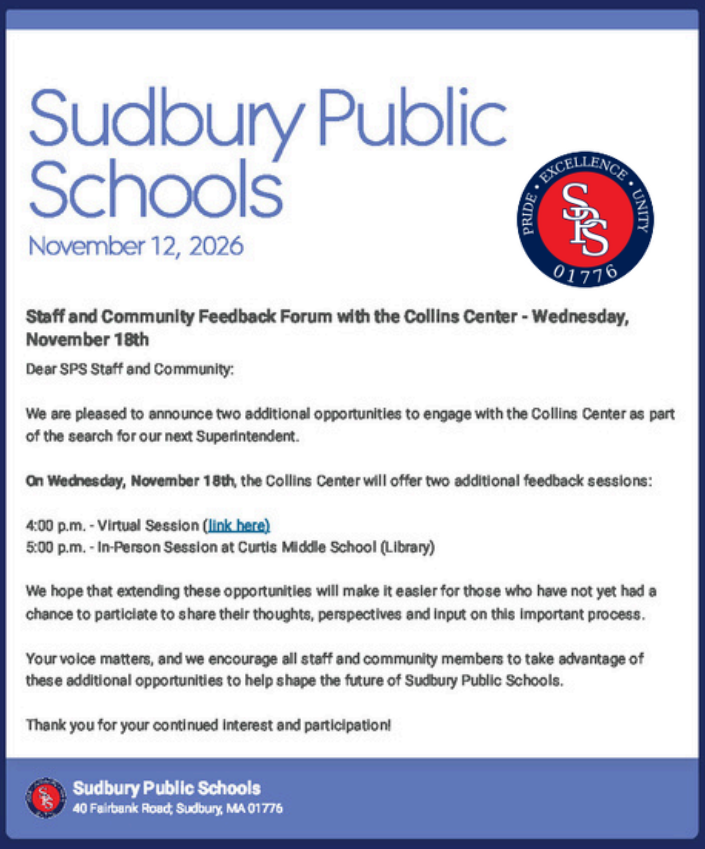
Closes Fri 11/13 at 9PM

LEARN MORE

Staff & Community Forum

Wed 11/18/26 at 4PM & 5PM

LEARN MORE



Sudbury Public Schools

November 12, 2026

Staff and Community Feedback Forum with the Collins Center - Wednesday, November 18th

Dear SPS Staff and Community:

We are pleased to announce two additional opportunities to engage with the Collins Center as part of the search for our next Superintendent.

On Wednesday, November 18th, the Collins Center will offer two additional feedback sessions:

4:00 p.m. - Virtual Session (link here)
5:00 p.m. - In-Person Session at Curtis Middle School (Library)

We hope that extending these opportunities will make it easier for those who have not yet had a chance to particiate to share their thoughts, perspectives and input on this important process.

Your voice matters, and we encourage all staff and community members to take advantage of these additional opportunities to help shape the future of Sudbury Public Schools.

Thank you for your continued interest and participation!

Sudbury Public Schools
40 Fairbank Road; Sudbury, MA 01776

Membership In a Vocational Education School

Making Our Students' Dreams Come True

By Lisa Kouchakdjian
Sudbury Select Board



Each year the Sudbury Select Board approves goals for the coming year. Over the last number of years, the Select Board has been focused on many different objectives from capital planning to expanded use of our Fairbank Community Center. One notable goal that has a profound impact upon our community is the Select Board's goal exploring membership in a vocational education school. The Select Board has been working on this high-level goal for the last number of years.

Many people who move to Sudbury come here for the excellence of our schools. Supporting education is, and always has been, a core value for our community. Since voting in 2016 to leave Minuteman Regional Vocational Technical High School (Minuteman), however, Sudbury has had a significant gap in our ability to meet the needs of students seeking vocational education. Since leaving Minuteman, the number of students accessing vocational education decreased significantly. Because demand and desire for vocational education was so high, as well as the requirement that vocational educational schools accept students from member districts first, there were no spots for our students. Over the years, families have expressed their disappointment that Sudbury could not offer its students vocational education. This failure has been a major gap in services that Sudbury offers our taxpayers.

Over the last couple of years, however, Minuteman has accepted Sudbury students because they had space. Notwithstanding this fact, there is no guarantee from one year to the next that our students will be accepted. Vocational education schools must first accept students from their member districts. Only if space exists will Sudbury students be able to receive a spot. Membership is the best way to assure our Sudbury students will be able to access vocational education.

For the last number of years, the Select Board has been in contact with the four closest vocational education schools to Sudbury: Assabet Valley Regional Technical High school, Keefe Regional Technical School, Nashoba Technical High School, and Minuteman. The only district that has expressed interest in discussing potential membership with Sudbury is Minuteman. The Select Board, in collaboration with the Town Manager and staff, have open communication with the Superintendent of Minuteman. The Superintendent has advised Sudbury there are two other towns in touch with Minuteman about membership. The Select Board has not solely focused on membership with Minuteman. To date, no other vocational education school has expressed interest in partnering with Sudbury.

The path to membership in any vocational education school is not easy. Not only would Town Meeting of the town seeking membership need to vote to approve becoming a member of a vocational education school, but the town seeking membership would also have to go to each member community of the vocational education school for approval of their membership. If one member town votes no, then the town cannot become a member. For this reason, the journey to potential membership will be a long one.

To the extent our community goes down the path of membership in a vocational education school someday, we must do so in a unified way. Given the opportunity, I am hopeful that our community will come together, move forward, and support this important goal of the Select Board. With all of the divisions that have existed in our community of late, this goal poses a wonderful opportunity for our community to unite around an important cause, the future of our students seeking vocational education and their families. Every young person in this community should be able to follow their dreams for their future. Right now, we cannot guarantee our students seeking vocational education will be able to follow their dreams. We must make this right and help these students make their dreams come true!

Planning Ahead

Sudbury's Budget Working Group Addresses Long-Term Financial Challenges

By Janie Dretler
Chair, Sudbury Select Board



Sudbury is taking a proactive, collaborative approach to its long-term financial planning through the Town Manager's Budget Working Group. Convened by Town Manager Andy Sheehan, the group is examining the Town's financial outlook and the assumptions that will inform development of the FY2028 budget, which begins July 1, 2027.

The Working Group brings together representatives from Town administration, Sudbury Public Schools (SPS), Lincoln-Sudbury Regional High School (LSRHS), the Finance Committee, and the Select Board. Its purpose is to develop a shared understanding of the Town's financial outlook, identify areas of uncertainty, and support informed budget planning before the FY2028 budget is finalized.

"*I convened the Budget Working Group in order to get stakeholders in the same room early in the process. A lot of decisions and considerations go into the development of the annual operating budget. Utilizing this type of process allows everyone to see the decision points and gives us important feedback as we develop the guidance for the cost centers and eventually the recommended budget*." – Town of Sudbury Town Manager Andy Sheehan

A Statewide Challenge with Local Implications

Like many Massachusetts communities, Sudbury faces ongoing financial pressures as the cost of maintaining existing services continues to grow faster than many of the Town's recurring revenue sources. Pension assessments, employee health insurance, wages, and other operating costs put pressure on municipal and school budgets, while state aid and other revenue sources remain subject to uncertainty.

These challenges extend beyond Sudbury. In October 2025, the Massachusetts Municipal Association (MMA), working with the Center for State Policy Analysis at Tufts University, published A Perfect Storm: Cities and Towns Face Historic Fiscal Pressures. The report found that inflation-adjusted spending on municipal operations in Massachusetts grew by an average of 0.6% annually from 2010 to 2022, compared with 1.0% nationally. It also found that the inflation-adjusted purchasing power of Unrestricted General Government Aid (UGGA) was approximately 25% lower in 2024 than in 2002.

In December 2025, the MMA published a companion report, Navigating the Storm: Charting a Course Toward Fiscal Stability, recommending increased state aid, greater flexibility under Proposition 2½, and expanded local revenue options.

These reports provide important context for understanding the pressures facing local governments. While statewide trends do not tell the whole story of Sudbury's finances, they reinforce the importance of careful planning, realistic assumptions, and attention to the Town's recurring revenues and long-term financial commitments.

Reviewing the FY2028 Outlook

The Budget Working Group met on June 18, August 31, September 23, and October 7 to review financial projections, revenue and expenditure assumptions, retirement assessments, reserves, and the use of one-time resources.

At its October 7 meeting, the group reviewed a significant change in the projected FY2028 budget gap. The initial projection in June was approximately $3 million; by October 7, the projected gap had narrowed to roughly $289,000.

The improvement was driven primarily by a lower-than-expected Middlesex Retirement System assessment, updated employee benefit and insurance estimates, as well as refinements to projected revenues and other expenditures. These developments improve the near-term outlook, but they do not eliminate the underlying challenge of managing recurring costs within available recurring revenues.

Assistant Town Manager/Finance Director Victor Garofalo also reported that the Massachusetts Department of Revenue's Division of Local Services had certified Sudbury's FY2027 Free Cash at $9,985,147 on September 25, 2026.

Free cash results from prior-year financial activity, including excess revenues, unspent appropriations, and other adjustments. It provides the Town with financial flexibility, but it is a one-time resource rather than a recurring source of revenue. Its availability does not, by itself, resolve a structural gap between ongoing revenues and expenditures.

As part of the proposed FY2028 budget, the Town plans to recommend appropriating $500,000 in free cash for Other Post-Employment Benefits (OPEB) at the 2027 Annual Town Meeting. This would follow a similar approach at the 2026 Annual Town Meeting, when $325,000 in free cash was appropriated for OPEB. These appropriations help address the Town's long-term obligations for post-employment benefits.

The proposed FY2028 OPEB appropriation is distinct from the improvement in the projected budget gap. The gap narrowed primarily because of changes in the financial projections, particularly the lower-than-expected retirement assessment, not because the proposed OPEB appropriation created recurring revenue or eliminated ongoing budget pressures.

Town officials also cautioned the favorable adjustment to the FY2028 retirement assessment should not be assumed to continue in future years. The assessment is currently projected to increase by approximately 6.5% in FY2029, underscoring the importance of looking beyond the immediate budget cycle.

"*While the FY2028 financial outlook has improved, we need to remain focused on balancing recurring revenues with ongoing expenses. One-time revenues provide important financial flexibility, but they are not a long-term solution to our budget challenges. The collaboration among the Town and schools is critical to responsible financial planning*." – Town of Sudbury Assistant Town Manager/ Finance Director Victor Garofalo

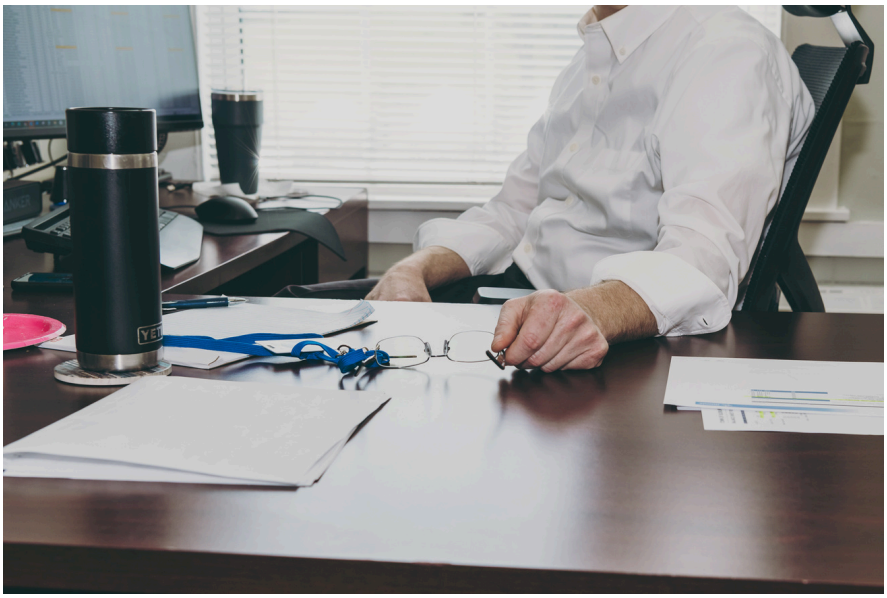
Planning Beyond One Budget Cycle

The Working Group's discussions are intended to inform the Town Manager's budget development, not to predetermine specific cuts, revenue measures, or other outcomes. Several important variables remain unresolved, including new growth, school transportation bids, special education costs, health insurance rates, and upcoming labor contracts.

The Town Manager has not yet established budget guidance for individual cost centers. As additional information becomes available, the projections will be refined, and the group will continue to evaluate the assumptions underlying the Town's financial outlook.

Members have discussed an approach to FY2028 that seeks to avoid relying on a Proposition 2½ override. That goal must be considered alongside the Town's ongoing financial obligations and the uncertainty surrounding future costs and revenues. The current projection is encouraging, but it is not a substitute for long-term planning.

Future Budget Working Group meetings can be found with this link: Budget Working Group Meetings.



Working Group Members

The Budget Working Group includes representatives from across Town government and the school districts:

- **Town Administration**: Andy Sheehan, Town Manager; Victor Garofalo, Assistant Town Manager/Finance Director
- **Lincoln-Sudbury Regional High School**: Andrew Stephens, Superintendent/Principal; Susan Gilson, Director of Finance; Maura Carty and Jack Ryan, School Committee members
- **Sudbury Public Schools**: Annette Doyle, Interim Superintendent; Buck Creel, Acting Director of Business and Human Resources; Betsy Sues, School Committee Vice Chair; Karyn Vostok-Jones, School Committee member
- **Finance Committee**: Michael Ferrari and Ryan Lynch, Co-Chairs
- **Select Board**: Janie Dretler, Chair; Radha Gargeya, Vice-Chair

Stay Informed

Residents can view the Budget Working Group's prior discussions through meeting recordings on SudburyTV:
June 18, 2026: Link to meeting recording
August 31, 2026: Link to meeting recording
September 23, 2026: Link to meeting recording
October 7, 2026: Link to meeting recording

In December, the Select Board will also hold its annual Town Forum on Municipal Finance, providing another opportunity for residents to learn about the Town's financial condition and ask questions. Additional details will be shared as the date approaches. Town meetings, including Budget Working Group meetings, can be found on the Town Calendar.

The Budget Working Group is an opportunity to examine the Town's financial outlook early, bring key stakeholders together, and make decisions based on a common set of assumptions. Although the FY2028 projection has improved, responsible planning requires continued attention to recurring revenues, rising costs, and long-term obligations.

Once again, the **Sudbury Fire Department** is proud to serve as a collection site for Toys for Tots. The Toys for Tots program, organized by the United States Marine Corps Reserve, provides holiday gifts to children whose families may not be able to afford them.



TOYS FOR TOTS

New, **unwrapped gifts** may be donated at:
Sudbury Fire Headquarters – 77 Hudson Rd
Sudbury Fire Station 2 – 550 Boston Post Rd

SCAN ME!!

SUDBURY PARENT ADVISORY COUNCIL

FRIENDSGIVING!!

Come as you are, bring what you can, and find your place at our table!

November 15th



3:00 to 5:00

Congregation Beth El
105 Hudson Rd, Sudbury

RSVP HERE!!

Congregation Beth El
SUDBURY, MA

Sudbury PRIDE 01776

Town of Sudbury

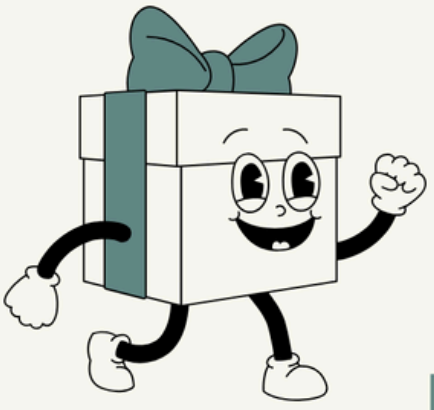
HOLIDAY VILLAGE

SAT, DECEMBER 5

11AM - 2PM

FAIRBANK
40 Fairbank Rd, Sudbury

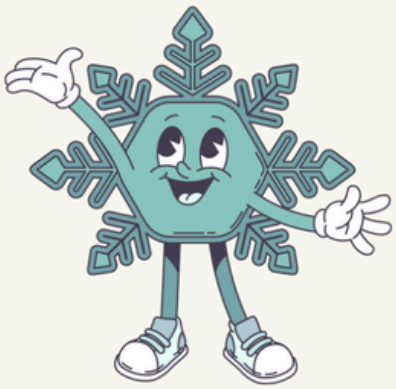
Gift Market





Food & Drinks

Winter Fun

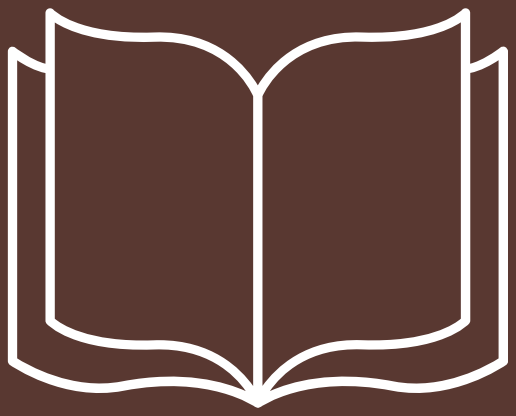


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