

Sudbury School Committee  
Meeting Minutes  
February 10, 2025

**Members Present:**

Nicole Burnard, Chair  
Meredith Gerson, Vice Chair  
Karyn Jones  
Mandy Sim

**Also Present:**

Brad Crozier, Superintendent  
Stephanie Cohen Mongeon, SEA Representative and Grade 5 Teacher  
Annette Doyle, Assistant Superintendent  
Don Sawyer, Director of Business and Human Resources

**Regular Session Meeting**

Chair Nicole Burnard opened the meeting at 6:30 p.m.

1. Open Executive Session
  - a. Vice Chair Meredith Gerson moves to convene in executive session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purpose. Purpose 3 to discuss strategy with respect to and in preparation for collective bargaining with the Sudbury Education Association and the Education Support Professionals Association 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 January 27, 2025 and will return to open session. Mandy Sim seconded the motion.
    - i. ROLL CALL VOTE:
      1. Meredith Gerson: Aye
      2. Mandy Sim: Aye
      3. Karyn Jones: Aye
      4. Nicole Burnard: Aye
    - a. **Vote:** 4-0. Motion carries.
  - b. Chair Nicole Burnard confirmed that the motion has passed and the Sudbury School Committee will enter into executive session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purpose. Purpose 3 to discuss strategy with respect to and in preparation for collective bargaining with the Sudbury Education Association and the Education Support bProfessionals Association 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 January 27, 2025 and will return to open session.
2. Opening Statement / Regular Session

Chair Nicole Burnard opened the meeting at 7:02 p.m. after having returned from Executive Session. **Vote:** 4-0. Motion carries.

3. Public Comment

- a. Karyn Jones, Sudbury resident, speaking on her own behalf and not as a member of the School Committee urged the Committee to consider remote participation for members during their meetings and advocated to add the transgender and gender nonconforming student policy on a future agenda. She also made a statement regarding the former Policy Subcommittee's role in developing the gender identity policy and clarified who was and was not consulted during the process.

Karyn Jones dismissed herself from the meeting.

- b. Maria Caradonna, Ashland resident, urged for a commitment to student safety and success and emphasized the importance of ensuring that every student is seen, heard and valued.
- c. Julie Jungalwala, Sudbury resident, shared her support of the Committee's work in developing a gender identity support policy and read a statement from the Department of Education regarding their vision for student success.
- d. Amanda Letts, Sudbury resident, addressed misconceptions about LGBTQ students being labeled as a special interest group and continued to advocate for a gender identity policy. In addition she shared her support for hybrid School Committee meetings.

4. Educational and Operational Matters

- a. SEA Report (Stephanie Cohen Mongeon)
  - i. Ms. Cohen Mongeon shared how educators help prepare for the MCAS tests. This includes using Calm Classroom techniques, small incentives and sharing encouragement through cards from younger students. Additionally, younger students select books for students to read once they finish their exams.
- b. District Reports
  - i. Director of Business and Human Resources Report
    1. Mr. Sawyer gave an update on a recent MSBA meeting he attended. He shared that compliance certifications, maintenance plans and schematic design funding have been submitted. Once reviewed, a Project Manager will be assigned.
    2. He extended best wishes to Marilyn Holmes, who will be retiring after 32 years of service to Sudbury Public Schools. Jean Maguire, another long term SPS employee will replace Marilyn.
  - ii. Assistant Superintendent Report
    1. Mrs. Doyle highlighted Dr. Alex Hirshberg's presentation on school avoidance during a recent professional development day. He will return for a virtual meeting for parents and educators on March 11th at 7:00 p.m.
    2. Leslie Smart continues to receive new folders for METCO students.

3. Committee members asked about whether the presentation will be recorded and the current METCO enrollment numbers.

iii. Superintendent's Report

1. The FY26 Budget Books have been distributed to all school buildings, Goodnow Library and the Senior Center with copies for the Select Board and Finance Committee on the way.
2. The Curtis Musical, Spongebob, is being presented from March 6th - 9th.
3. With the recent snow day, the school calendar has been updated and the last day of school is now Monday, June 16th.
4. The AI Taskforce course Superintendent Crozier is currently enrolled in is being extended through the remainder of the school year.
5. The new student Art Gallery is on display at Central Office. Two showcases are scheduled for March 12 (for Noyes, Loring and Haynes schools) and March 19 (for Nixon and Curtis schools).
6. Questions from the Committee related to the Budget Book distribution and the AI Taskforce course.

5. Business and Policy Matters

a. Surplus Equipment

- i. Superintendent Crozier shared that furniture being held aside that is no longer needed is being recommended for surplusing. A vote allows for re-sale or recycling.
  1. Vice Chair Meredith Gerson moves to vote to surplus the equipment as presented. Mandy Sim seconded the motion. **Vote:** 3-0. Motion carries.

b. Bus Contract Extension

- i. The current bus contract is in year 3 with an option for an additional year. SPS shares the contract with LSRHS who voted in December to extend the contract for FY26.
- ii. Questions related to an electric vehicle grant was asked.
  1. Vice Chair Meredith Gerson moves to approve the year 4 option transportation contract. Mandy Sim seconded the motion. **Vote:** 3-0. Motion carries.

c. School Committee Mid-Year Goal Review

- i. The Committee reviewed their goals to date.
- ii. Action items include edits to the School Committee site on the SPS website. Operating Protocols will be reviewed at a future meeting and to meet their Student Safety Goal, a presentation on the Say Something program will be presented in March.

d. Tri-District Meeting

- i. Chair Burnard shared potential topics for review including holiday calendar and 8th - 9th grade transition meeting.
- ii. The data required for the calendar review was discussed, along with questions about individual district vs. tri-district topics.

- e. Sudbury School Committee Vacancy Update
  - i. Chair Burnard confirmed that the School Committee wishes to wait until after the town election to appoint a member as they would like to appoint someone the community elected.
  - ii. The Committee also discussed their comfort level with moving forward as a Committee of 4 until then.
  - iii. Chair Burnard will follow up with the Select Board to confirm their decision.
- f. Legislative Forum Discussion
  - i. These meetings are generally held in March. The Committee discussed what they'd like updates on during the meeting including impacts on both federal funding and changes on the federal level.
- g. Student Fees for FY26
  - i. Mr. Sawyer reviewed his recommendations on Bus Transportation, Facility Use, Instrumental Music Lessons and Athletic and Extracurricular fees.
  - ii. He is recommending to keep the bus transportation and athletic and extracurricular activity fees the same with a slight increase in instrumental music lessons and facility use fees.
  - iii. Questions related to bus transportation increases was asked.
    - 1. Vice Chair Meredith Gerson moves to approve the student fees from FY26 as presented in the packet. Mandy Sim seconded the motion. **Vote:** 3-0. Motion carries.
- h. Policy Subcommittee Compliance
  - i. Chair Burnard shared concerns about a potential open meeting law violation by Policy Subcommittee members in relation to the Transgender and Gender Nonconforming Policy. She reviewed the timeline of events and provided the details to support the concern.
  - ii. Legal counsel was consulted and recommended addressing the potential violation, scheduling additional training and a complete policy revision when new School Committee members join later this Spring.
  - iii. The Committee engaged in discussion about concerns with continued open meeting law violations despite prior training, whether prior work on the policy can be considered, and to review a Parent Advisory Council once new members are appointed.
  - iv. Vice Chair Meredith Gerson moves to authorize Nicole Burnard to file an open meeting law violation regarding Policy Subcommittee work on the Gender Identity Policy related to that. Mandy Sim seconded the motion. **Vote:** 2-1. Motion carries.
- i. Sick Bank MOA
  - i. Vice Chair Meredith Gerson moves to approve the Memorandum of Agreement between the Sudbury School Committee and the Sudbury Education Association related to sick leave bank and authorize Brad Crozier, Superintendent of Schools

to sign on the School Committee's behalf. Mandy Sim seconded the motion.

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

- ii. Vice Chair Meredith Gerson moves to approve the Memorandum of Agreement between the Sudbury School Committee and the Educational Support Professional Association of Sudbury regarding sick leave bank as presented and authorize Brad Crozier to sign on behalf of the Sudbury School Committee. Mandy Sim seconded the motion. **Vote:** 3-0. Motion carries.

j. Liaison Reports

- i. A revised Roles and Responsibilities graph was submitted to the School Committee to be brought to a future agenda.
- ii. The Finance Committee hearing is being rescheduled to another date in February.

k. Monthly Accounts Payable and Payroll Warrants Submission

- i. No further action required by the Committee.

l. Minutes (01/06/25 and 01/22/25)

- i. Vice Chair Meredith Gerson moves to approve the Sudbury School Committee regular session meeting minutes from the January 6, 2025 and January 22, 2025 meetings as amended. Mandy Sim seconded the motion. **Vote:** 3-0. Motion carries.

6. Adjournment

- a. Chair Nicole Burnard moves to adjourn the meeting at 9:17 p.m. Mandy Sim seconded the motion. **Vote:** 3-0. Motion carries.

Respectfully Submitted,

Julie Williams

Executive Assistant to the Superintendent

**Documents Reviewed During the February 10, 2025 School Committee Meeting**

1. Surplus Furniture
2. Memo\_SC\_FY26 Bus Contract Optional Year 1\_250205
3. 24-25SCGoalsdocx
4. SC vacancy
5. Memo\_SC\_FY26 FeeRecommendation\_250206
6. SC Meeting Warrant Summary - 020725
7. 010625\_Sudbury School Committee Minutes\_DRAFT
8. 012225\_Sudbury School Committee Minutes\_DRAFT

**Additional Documents Reviewed**

1. PacEmail.pdf
2. (JBB, JB-B, JBD) Transgender and Gender Nonconforming Student - history (1).pdf