



# Sudbury School Committee

## At-A-Glance, January 2026

### ELECTED MEMBERS

*Karyn Jones, Chair*  
*Jessica McCready, Vice-Chair*  
*Nicole Burnard*  
*Julie Durgin-Sicree*  
*Elizabeth Sues*  
*Mandy Sim (resigned October 2025)*

### PRIMARY AREAS OF RESPONSIBILITY

1. Establishing and reviewing **POLICIES** of the District
2. Approving and monitoring the school **BUDGET**
3. Oversight of the **SUPERINTENDENT**
4. Employer of Record for **COLLECTIVE BARGAINING AGREEMENTS**

### HIGHLIGHTS & KEY DECISIONS

June 16, 2025 - January 20, 2026

#### Awards & Recognition:

- **Department of Elementary and Secondary Education – 2025 MCAS Recognition:**  
Sudbury Public Schools was honored as one of 63 districts in Massachusetts whose students met or exceeded pre-pandemic MCAS performance levels.
- **Massachusetts Commission on LGBTQ Youth Recognition:**  
The Sudbury School Committee was recognized for its leadership in establishing an LGBTQ+ Parent Advisory Council and adopting the District's Gender Identity and Inclusivity Policy. The Commission praised Sudbury's commitment to authentic family engagement and noted that the district's work serves as a model for fostering belonging and supportive school communities across Massachusetts.

#### Leadership & Governance Actions

- **Adopted [FY26 School Committee Goals](#):**
  - Teaching, Learning and Technology
  - Family and Community Engagement
  - Fiscal Stewardship and Long-Range Planning
  - After-School Care & Enrichment
- **Adopted [FY26 Superintendent Goals](#):**
  - Student Achievement - Improving equitable, standards-aligned instruction for all students
  - District Improvement - Strengthening systems, supports, and data-informed practices
  - Professional Practice - Enhancing leadership capacity, communication, and learning
- **Additional Governance Actions:**
  - Updated the charge of the [Tri-District Calendar Review Subcommittee](#), which is to review religious and cultural observances across the academic calendars of Sudbury, Lincoln, and Lincoln-Sudbury, assess opportunities for greater alignment, and recommend calendar or policy updates through a collaborative, good-faith process. The Subcommittee is also working on a process on how calendar reviews will be conducted by Sudbury Public Schools in the future.
  - Established a [Budget Subcommittee](#) to support oversight, strategic resource planning, and development of the operating budget
  - Adopted the [2025-2026 Policy Subcommittee Charge](#), identifying policies and procedures for review and potential adoption
  - Appointed the **Town Manager** to the [SPS Negotiations and Labor Relations Subcommittee](#)
  - Established a **LGBTQ+ Parent Advisory Council**
  - [Assigned Liaison Roles](#), including new liaison roles to the Parks and Recreation Commission, Energy and Sustainability Commission, and LGBTQ+ Parent Advisory Council

- Approved naming the [Ephraim Curtis Middle School Auditorium in honor of Dr. William "Smitty" Smith](#), who served as Principal from 1978 to 1983 and was the only Black principal in Sudbury Public Schools' history. Dr. Smith devoted more than 50 years to the Sudbury community and was the founder of Race Amity Day, a member of the Human Rights Council, a coach and town board member, and a nationally recognized educator, military veteran, and civil rights leader.
- Held two Listening Sessions: One in October regarding community input regarding the calendar with Lincoln Public Schools and Lincoln-Regional High School and another listening session in November regarding all matters that fall under the School Committee
- Approved the [2026-2027 School Calendar](#)
- Approved the [2025-2026 Family Handbook](#)
- Appointed **Julie Durgin-Sicree** to the School Committee during a joint meeting with the Sudbury Select Board following the resignation of Mandy Sim

## Reviewed & Adopted District Policies

To review the District Policy Manual, [click here](#).

<b>PUBLIC PARTICIPATION &amp; MEETINGS</b>		
BEDH	Public Participation of School Committee Meetings	This policy was updated to reflect how meetings are currently conducted and to improve accessibility for the community. The previous policy addressed only in-person comment; the revised version establishes clear guidelines for both in-person and remote participation, supporting transparency, consistency, and broader public engagement.
BEA	Hybrid / Remote Participation at School Committee Meetings <b>(NEW)</b>	This policy allows School Committee members to participate remotely or in hybrid meetings under specific circumstances, in compliance with the Massachusetts Open Meeting Law. It outlines requirements for public access, technology, quorum, voting, and accessibility to ensure meetings remain transparent and fully open to the community.
<b>EQUITY, INCLUSION &amp; STUDENT RIGHTS</b>		
AC	Non-Discrimination Policy Including Harassment and Retaliation	This updated policy reinforces Sudbury Public Schools' commitment to equity and inclusion by prohibiting discrimination, harassment, and retaliation in all programs and employment practices. The revisions align district policy with current state and federal civil rights laws and clarify protections and reporting procedures.
AC-R	Civil Rights Grievance Procedure	This policy establishes clear procedures for reporting and addressing discrimination, harassment, and retaliation, ensuring protections for students and staff and alignment with state and federal civil rights requirements.
ACAB	Sexual Harassment / Title IX Policy	This policy outlines protections against sexual harassment and retaliation and establishes the District's responsibilities for responding to and investigating Title IX complaints in compliance with state and federal law.
ACAB-R	Grievance Procedure For Complaints of Sexual Harassment Under Title IX of the Education Amendments of 1972	This procedure establishes the process for reporting, investigating, and resolving Title IX sexual harassment complaints, including supportive measures, investigation timelines, and appeal rights, in compliance with federal regulations.

IMDA	Accommodations for Religious and Cultural Observances	This policy was updated to reaffirm the District's commitment to religious and cultural inclusion. The update clarifies excused absences and adds reasonable in-school accommodations such as access to quiet prayer or reflection spaces, fasting supports during lunch, and flexibility in physical education when appropriate.
JBD	Gender, Identity, and Inclusivity <b>(NEW)</b>	The School Committee adopted this policy to ensure all students are supported in a safe, inclusive, and non-discriminatory learning environment. The policy provides guidance on privacy, student records, facilities, athletics, and family engagement in alignment with Massachusetts law and DESE guidance.
<b>FAMILY &amp; COMMUNITY ENGAGEMENT</b>		
BDFA-E	School Improvement Plan	This policy was updated to reflect the district's current practices related to school improvement planning, including alignment with district goals, accountability measures, and reporting timelines.
BDFB	Special Education Parent Advisory Council (SEPAC) <b>(NEW)</b>	This policy establishes the SEPAC as a collaborative advisory body that partners with the School Committee and administration to support the planning, evaluation, and improvement of special education programs.
BDFB-R	Special Education Parent Advisory Council (SEPAC) <b>(NEW)</b>	This procedure defines how the School Committee, administration, and SEPAC collaborate through regular communication, annual presentations, designated liaisons, and family education opportunities to support students with disabilities.
KBE	Relations with Parent / Booster Organizations	This policy update reinforces expectations for recognized parent and booster organizations while adding new guidance to promote inclusive, accessible events and fundraising activities for all families. The revisions also clarify legal requirements related to raffles and games of chance to support transparency and compliance.
KI	Visitors to the Schools	This updated policy clarifies visitor access, check-in procedures, classroom observation guidelines, and safety expectations across all school buildings. The revisions strengthen consistency, security, and oversight while maintaining opportunities for family engagement.
<b>SCHOOL OPERATIONS &amp; STUDENT EXPERIENCE</b>		
ECAB	Access to Building and Grounds <b>(NEW)</b>	This policy outlines when and how school buildings and grounds may be accessed to ensure student safety while allowing appropriate community use. It clarifies access during school hours, after-school hours, and non-school days, and establishes that all use must follow district procedures and be authorized when required.
EFBA	School Food and Nutrition – Meal Modifications <b>(NEW)</b>	This policy ensures that Sudbury Public Schools provides meal substitutions at no additional cost for students with disabilities or other documented dietary needs, in compliance with USDA and DESE regulations. Meal modifications are made on a case-by-case basis following submission of the required request form, ensuring equitable access to school nutrition programs for all students.
IJOA	Field Trips	The updated Field Trips policy reinforces the District's commitment to ensuring all students can participate in educational experiences outside the classroom. New language explicitly affirms nondiscrimination and

		equal access, including full participation for students with disabilities.
JJE	Student Fundraising Activities	This updated policy reinforces expectations for equitable and appropriate student fundraising and adds clarification that state law prohibits students and student groups from conducting or participating in raffles or games of chance.
KHB	Advertising in the Schools and Use of School Name and Logo	The School Committee adopted updates to clarify when advertising is permitted and to strengthen oversight of how district and school names, logos, and mascots may be used. The revisions establish approval requirements and branding guidelines to ensure school identities are used appropriately and consistently.

## **Budget, Capital, Contracts, Gifts & Grant Oversight**

- Developed and approved [FY27 Budget Guidelines](#) which outlined the principals, process, and priorities to guide the development of the Sudbury Public Schools' budget.
- Approved FY27 Budget
- Approved a Power Purchase Agreement with Solect Energy at Ephraim Curtis Middle School
- [Ratified collective bargaining agreements](#) with:
  - Sudbury Education Association (SEA)
  - Educational Support Professional Association of Sudbury (ESPAS)
  - Sudbury Educational Association of Custodial Employees
- Approved draft of Sudbury Public Schools' Fifteen Year Capital Plan
- Reviewed and approved [Small Capital Plan](#)
- Attended Special Town Meeting where [articles](#) passed for roof replacement and repair at Josiah Haynes Elementary School and General John Nixon Elementary School
- Accepted a Sudbury Foundation grant supporting disability awareness curriculum
- Accepted donations from the Loring PTO for stairwell stickers that will reflect Israel Loring Elementary School's Core Values and promote a growth mindset and new bike racks at Israel Loring Elementary School
- Approved Sudbury Extended Day's Request for Additional Space at Israel Loring Elementary School and Josiah Haynes Elementary School
- Approved issuance of the Facilities Lease for Extended Day Program Operation Request for Proposal
- Continued conversation and work regarding the Combined Facility Memorandum of Agreement with the Town

## **Strengthening Transparency and Community Voice**

To further advance the Committee's [Family and Community Engagement goal](#), the School Committee also updated its [Handbook](#) and [District website](#) to make processes clearer, information easier to access, and opportunities for participation more transparent. These updates include:

- Clearer guidance to help Parent Advisory Councils effectively advise the School Committee and strengthen collaboration.
- A more consistent and transparent process for requesting and placing items on School Committee agendas.
- New procedures around the posting of subcommittee meeting materials to the District website.
- Adoption of a timeline requiring School Committee meeting packets to be posted by noon on the day of each meeting, giving families and residents additional time to review materials if there is an agenda item of interest and they want to provide written or public comment.
- Updated [website information](#) explaining how and when community members can participate during the policy adoption process.

## Presentations and Reports Reviewed By the School Committee:

<b>July</b>	School Committee Training on Operating Protocols	<b>December</b>	<a href="#">EL Implementation &amp; Pilot Update</a>
<b>August</b>	School Safety, Chief of Police, Scott Nix		<a href="#">Middle School Math Update</a>
<b>October</b>	Review of SPS Capital Plan  <a href="#">Smile, Explorer, and Extended School Year: Summer Learning Programs</a>		<a href="#">Student Services Report FY26 Update Including Sudbury SEPAC Presentation on Survey Responses and Recommendations</a>
<b>November</b>	<a href="#">MCAS 2025</a>  <a href="#">Personal Electronic Device Policy Update</a>		<b>School Improvement Plans:</b> <ul style="list-style-type: none"> <li>• <a href="#">Ephraim Curtis Middle School</a></li> <li>• <a href="#">General John Nixon Elementary School</a></li> <li>• <a href="#">Israel Loring Elementary School</a></li> <li>• <a href="#">Josiah Haynes Elementary School</a></li> <li>• <a href="#">Peter Noyes Elementary School</a></li> </ul>

### WHAT'S NEXT

- Approve FY27 Budget Book
- METCO Presentation
- Conduct the Superintendent's Mid-Cycle Goals Progress Report as part of the Superintendent Evaluation process
- Academic Benchmarking Presentation
- Prepare for Annual Town Meeting: Vote on Sudbury Public Schools Related Town Meeting 2026 Warrants

### KEY INFORMATION

- WEBSITE: Please visit the [Sudbury School Committee Website](#) to learn more
- CONNECT: Please reach out. Here is our [contact information](#) and [meeting schedule](#)