



## **FOR IMMEDIATE RELEASE**

March 18, 2026

### **Sudbury School Committee and Sudbury School Nurses' Association Ratify Collective Bargaining Agreement**

**Sudbury, MA** – The Sudbury School Committee and the Sudbury School Nurses' Association have ratified a new three-year collective bargaining agreement covering July 1, 2025 through June 30, 2028.

The Sudbury School Committee voted to approve the agreement on March 17, 2026. The agreement was ratified by the bargaining unit and is now in effect.

The agreement is the result of a collaborative bargaining process involving the Sudbury School Committee, its Negotiations / Labor Relations Subcommittee, district administration, the Town Manager's Office, and representatives of the Sudbury School Nurses' Association. The parties engaged in good-faith discussions focused on supporting students, staff, and the overall health and well-being of the school community.

The negotiations were conducted in a manner consistent with the district's core values, grounded in integrity, respect, and collaboration, and reflected a shared commitment to fostering an inclusive and supportive environment for staff, recognizing that when staff are supported, students benefit.

The agreement reflects a shared commitment to supporting the essential role school nurses play in student health, safety, and access to learning. It also acknowledges the importance nurses placed on being seen, valued, and supported in a manner consistent with their professional responsibilities.

The agreement includes a 3.0% cost-of-living adjustment effective July 1, 2025. Beginning July 1, 2026, all bargaining unit members will transition from a 7-step salary schedule to a new 16-step salary schedule aligned with the educator pay scale, resulting in additional compensation increases tied to step movement and placement. The new structure also includes a Master's lane, recognizing advanced degrees and further aligning compensation with educator pay practices.

These changes represent meaningful progress toward addressing longstanding concerns regarding compensation parity and aligning compensation more closely with the expectations and contributions of school nurses.

The agreement also aligns longevity provisions more closely with educator compensation structures and includes enhanced support for professional development, reinforcing the district's commitment to ongoing learning and staff growth.

Superintendent Brad Crozier stated,

*“Our school nurses are essential members of our educational community, supporting the physical and emotional well-being of our students every day. This agreement reflects our shared commitment to ensuring they have the support and resources needed to do this critical work.”*

Sudbury School Committee Chair Karyn Jones added,

*“We heard clearly the importance of ensuring our nurses feel seen, valued, and supported in their roles. This agreement reflects meaningful progress in recognizing their contributions and strengthening our ability to support both our staff and our students.”*

The Sudbury School Committee extends its sincere thanks to all who contributed to the bargaining process.

The finalized collective bargaining agreement will be made available on the Sudbury Public Schools website.