

SEPARATION AGREEMENT AND GENERAL RELEASE
PART ONE of TWO PART AGREEMENT

THIS SEPARATION AGREEMENT AND GENERAL RELEASE ("Agreement" or "Separation Agreement") is entered into in April 2026 by and between the Sudbury Public Schools ("District"), and Brad Crozier ("Mr. Crozier"), collectively, the "Parties".

WHEREAS, the District employs Mr. Crozier as the Superintendent of Schools pursuant to the Parties' Employment Agreement entered into in December of 2023 ("the 2023 Employment Agreement"); and

WHEREAS in April of 2026, Mr. Crozier submitted his resignation to be effective on June 30, 2026; and

WHEREAS, the Parties wish to resolve all issues related to Mr. Crozier's employment and separation from employment with the District without the necessity of further proceedings or expense, and for no other reason.

NOW THEREFORE, the Parties, for good and valuable consideration, the sufficiency is hereby acknowledged, agree as follows:

1. **Introductory "Whereas Clauses"**: The introductory "Whereas" clauses above are incorporated by reference in this Agreement.
2. **Consideration**: In consideration for the general release and waiver of rights in this Agreement by Mr. Crozier, the Parties agree that:
 - a. Mr. Crozier will resign effective June 30, 2026. The Parties hereby waive any notice or other procedural requirements applicable to the resignation. A copy of the letter of resignation is attached hereto as Exhibit A and made a part of this Agreement.
 - b. The District hereby waives its right to require Mr. Crozier to use his accrued vacation days prior to his separation from employment with the District. However, Mr. Crozier may elect to use some or all of his accrued vacation days prior to his separation from employment. As of April 3, 2026, Mr. Crozier has thirty-two (32) accrued and unused vacation days. (Any unused accrued vacation days as of the end of the workday on June 30, 2026, shall be paid out to Mr. Crozier at his June 30, 2026 per diem rate of pay, minus standard deductions.)
 - c. The District shall pay Mr. Crozier the gross amount of fifty-one thousand (\$51,000). Such consideration payment shall be subject to withholdings for state and federal taxes and other withholdings required by law or authorized by Mr. Crozier. Such payment shall be paid to Mr. Crozier no later than close of business on July 6, 2026.
 - d. Mr. Crozier acknowledges that absent this Agreement he would have no right and would not be entitled to the consideration outlined in this Section #2.

3. **Employment Verification:** Mr. Crozier shall direct all inquiries regarding future employment to the Human Resources Director for the District, who shall confirm Mr. Crozier's position, dates of employment, and that Mr. Crozier resigned from his employment with the District.
4. **General Release:** In consideration of the actions agreed upon in this Agreement and for other good and valuable consideration, the receipt of which is hereby acknowledged, Mr. Crozier hereby, on behalf of himself, his executors, heirs, administrators, assigns and anyone else claiming by, through or under him, remises, releases, covenants not to sue or commence proceedings against and forever discharges the Town of Sudbury, the Sudbury School Committee, and all their former and current school committee and select board members, employees, officers, attorneys, agents, representatives, insurers, successors and assigns, ("Releasees") from and with respect to any and all debts, demands, actions, causes of action, suits, covenants, contracts, wages, bonuses, promises, charges, complaints, grievances, obligations, attorneys fees, expenses, costs, damages and any and all claims, demands and liabilities whatsoever of any name and nature, both in law and in equity, ("Claims") which he now has or ever had against each or any of the Releasees by reason of any matter, cause or thing whatsoever related to Mr. Crozier's employment with the District or separation therefrom, from the beginning of the world to the date of execution of this Agreement, including, but not limited to, any causes of action, charges or claims arising under or based on the Civil Rights Act of 1866, 42 U.S.C. § 1981 et seq., as amended; 42 U.S.C. § 1985 et seq.; Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq., as amended; the Equal Pay Act of 1963, 29 U.S.C. § 206(d), as amended; the Rehabilitation Act of 1973, 29 U.S.C. § 791 et seq., as amended; the Americans With Disabilities Act of 1990, 42 U.S.C. § 12101 et seq., as amended; the Genetic Information Nondiscrimination Act, 42 U.S.C. § 2000ff et seq.; Massachusetts General Laws Chapter 151B (the Massachusetts Fair Employment Practices Act); Massachusetts General Laws Chapter 71; Massachusetts General Laws Chapter 149, §§148 and 150; the Massachusetts Civil Rights Act; the Massachusetts Equal Rights Act; and any other state, federal or municipal equal employment opportunity law, statute, public policy, order, ordinance, or regulation, and any other federal or state law, statute, order, public policy, or regulation affecting or relating to the Claims or rights of employees, and any and all actions and Claims of whatever nature in tort, contract, or arbitration, judicial or quasi-judicial, and any Claims or suits relating to the breach of an oral or written contract, misrepresentation, defamation, interference with prospective economic advantage, interference with contract, intentional and negligent infliction of emotional distress, negligence, breach of the covenant of good faith, and fraud which Mr. Crozier had, now has, or claimed to have, known or unknown, suspected or unsuspected, against the Releasees.

Mr. Crozier understands that by signing this Agreement he is expressly and voluntarily releasing all Claims he has, may have or could have brought against the Releasees from the beginning of the world to the date of his execution of this Agreement.

5. **Acknowledgement That No Claims Have Been Filed:** Mr. Crozier confirms that he has filed no claim, charge, complaint or action against any of the Releasees (as defined in

Section #4, above) in any forum or form. In the event that such claim, charge, complaint or action has been filed through the date of execution of this Agreement, Mr. Crozier agrees that he shall not seek or be entitled to recover any monetary relief or recovery therefrom, including costs and attorney's fees.

6. **ADEA Waiver and Revocation:** Mr. Crozier acknowledges, warrants and represents that:

- (a) he was advised in writing to consult with an attorney and that he did consult with an attorney prior to executing this Agreement;
- (b) he has carefully read this Agreement and understands its contents;
- (c) he understands that, through this Agreement, he is waiving, among other things, his right to bring any claim for age discrimination against the Releasees under the provisions of the Age Discrimination in Employment Act of 1967, as amended (ADEA), 29 U.S.C. 621, et seq., and under the provisions of Massachusetts General Laws Chapter 151B;
- (d) by entering into this Agreement, he is receiving consideration that he would not otherwise be entitled to receive;
- (e) he has been offered a period of at least twenty-one (21) days within which to fully consider this Agreement; and, if it is found that he has executed this Agreement in less than the 21 days allowed to him, it is his voluntary choice to waive the balance of the 21-day period; and
- (f) he understands that, for a period of seven (7) days following the execution of this Agreement, he may revoke this Agreement and this Agreement shall not become effective or enforceable until after the revocation period has expired. Any such revocation shall be in writing and shall be delivered by email to:

Karyn Jones
School Committee Chair
karyn_jones@sudbury.k12.ma.us

Absent timely revocation, this release shall be binding. If Mr. Crozier exercises his right to revoke this Agreement, all promises under this Agreement shall be null and void, including but not limited to the promises contained in Section #2, above.

7. **2023 Employment Agreement:** Mr. Crozier acknowledges and agrees that this Agreement supersedes and replaces the 2023 Employment Agreement and all obligations set forth therein in its entirety, with the exception that Sections 3, 4, 5, and 6 shall continue as established by the 2023 Employment Agreement, terminating on the effective date of his resignation. In addition, the indemnification provision, set forth in Section 11 of the 2023 Employment Agreement shall remain in full force and effect and shall survive Mr. Crozier's separation from employment with the District.

8. **No Evaluation:** The Parties agree that the School Committee shall not conduct any further evaluation of Mr. Crozier. His final evaluation shall be the evaluation dated June 2, 2025.

Mr. Crozier shall continue the work of Superintendent in good faith through the resignation date. The School Committee shall work with the Superintendent in good faith and in a professional manner. The Parties agree to work together in a collaborative and professional manner and in accordance with their respective roles as set forth in applicable laws and policies. *See e.g.*, M.G.L. c. 71, §§ 37, 52.

Nothing herein prevents the District from taking any and all appropriate action in the event of gross misconduct, such as violations of law or serious policy violations. No action shall be taken without the due process outlined in 12.2 of the 2023 Employment Agreement.

The Parties agree that the District shall comply with obligations under law and regulation regarding reporting requirements and complying with any questions/requests for documents from any Massachusetts courts or agencies including but not limited to the Department of Elementary and Secondary Education.

The Parties further agree to mutual public statements regarding Mr. Crozier's resignation. Copies of the mutually-agreeable public statement are attached hereto as Exhibit B.

9. **Waiver of the Massachusetts Wage Act:** Mr. Crozier acknowledges that he is voluntarily and knowingly waiving any and all rights and claims that he may have pursuant to the Massachusetts Wage Act, M.G.L. c. 149, §§148 and 150 for wages earned and paid up to the date of execution of this agreement. This waiver does not cover prospective claims.
10. **Non-Disparagement:** Mr. Crozier agrees that he shall not disparage the District and School Committee members in public or to any third person in connection; provided, however, that nothing set forth in this Section #7 shall in any way limit, constrain or prohibit Mr. Crozier from responding to compulsory legal process or requirements. The School Committee Chair agrees that she shall instruct the current School Committee members as of the date this Agreement is executed not to disparage Mr. Crozier in public or to any third person in connection with any matter pertaining to Mr. Crozier's employment with the District (including this Agreement); provided, however, that nothing set forth in this Section #7 shall in any way limit, constrain or prohibit those individuals from responding to compulsory legal process or requirements.
11. **Acknowledgment of Understanding and Voluntary Agreement:** Mr. Crozier acknowledges that he has read this Agreement; that he understands all of the terms and provisions in this Agreement; that he is relying on no promises or inducements of any kind other than as expressly set forth in this Agreement; and that by signing this Agreement he is voluntarily, freely, and without duress of any kind agreeing to all of the terms and provisions in this Agreement.

12. **Representation by Counsel:** Mr. Crozier acknowledges that he was advised in writing, through this document, to consult with an attorney prior to executing this Agreement and that he has, in fact, consulted with his attorney.
13. **No Admission of Wrongdoing:** It is understood and agreed that this Agreement is made as a compromise and does not constitute an admission of wrongdoing by the District or Mr. Crozier, including but not limited to violations of any federal or state law, policy, rule or regulation, and all such wrongdoing is denied.
14. **Governing Law:** This Agreement shall be interpreted, enforced, governed, and construed by, under, and in accordance with the laws of the Commonwealth of Massachusetts.
15. **Severability:** If any term(s) or provision(s) of this Agreement shall be held to be invalid or unenforceable for any reason by a court of competent jurisdiction, the validity or enforceability of the remaining terms and provisions shall not be affected, and such invalid and/or unenforceable term(s) and/or provision(s) shall be deemed modified to the extent necessary to make it or them enforceable.
16. **Entire Agreement:** This Agreement constitutes the entire agreement of the Parties hereto and supersedes all prior representations, understandings, undertakings or agreements (whether oral or written and whether expressed or implied) of the Parties with respect to Mr. Crozier's separation from employment with the Sudbury Public Schools.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed and delivered as of the date below written.

Agreed to by:


Brad Crozier

Date: 4/1/2026

For the Sudbury School Committee


Karyn Jones, Chair

Date: 4/9/2026

EXHIBIT A

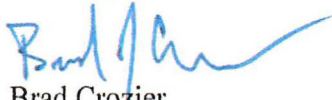
Karyn Jones
School Committee Chair
karyn_jones@sudbury.k12.ma.us

RE: Letter of Resignation

Dear Chair Jones:

I hereby submit my irrevocable resignation from employment with the Sudbury Public Schools, effective June 30, 2026.

Sincerely,



Brad Crozier

Exhibit B

After eight years as Superintendent, I will be concluding my service to the district at the end of this school year. I am deeply proud of the work we have accomplished together and I remain committed to ensuring a smooth transition and wish the district continued success in the years ahead.

During my tenure, we improved achievement across multiple indicators, strengthened inclusive practices to better support all learners, enhanced school safety, and advanced curriculum aligned with Massachusetts frameworks. We also delivered significant capital projects, while maintaining strong fiscal stewardship.

I am especially grateful for the dedication of our educators, staff, and leadership team, as well as the support of families and community members. It has been an honor to serve this district through both times of progress and periods of challenge.

We will provide more information about the transition as it becomes available.