



One University Avenue      T 617.862.2005  
Suite 300B                      F 617.862.2025  
Westwood, MA 02090        W VDHBoston.com

Jennifer F. King, Esq.  
Jennifer.King@VDHBoston.com

March 6, 2026

**VIA EMAIL**

Nicole Burnard  
Nicole\_burnard@sudbury.k12.ma.us

|                                |                            |
|--------------------------------|----------------------------|
| <b>RE:</b>                     | Open Meeting Law Complaint |
| <b>Public Body:</b>            | Sudbury School Committee   |
| <b>Complainant:</b>            | Nicole Burnard             |
| <b>Alleged Violation Date:</b> | February 4, 2026           |

Dear Ms. Burnard:

Reference is made to the above-captioned matter. The Sudbury School Committee (“Committee”) met on March 2, 2026 during which it reviewed your complaint under the Massachusetts Open Meeting Law, G.L. c. 30A, §§18, et seq. and authorized our office to respond on its behalf.

You made your complaint on February 25, 2025.<sup>1</sup> Within the lens of the Massachusetts Open Meeting Law, G.L. c. 30A, §§18, et seq., your complaint alleges that the Sudbury School Committee violated the Open Meeting Law when: (1) the Committee Chair contacted legal counsel about Committee decisions without Committee authorization; and (2) Committee members improperly deliberated about an agenda item.

The Open Meeting Law was enacted “to eliminate much of the secrecy surrounding deliberation and decisions on which public policy is based.” *Ghiglione v. School Committee of Southbridge*, 376 Mass. 70, 72 (1978).

As to the allegation concerning contacting and communicating with legal counsel, the complaint alleges non-compliance with School Committee Policy BDG. Even if true, this would not constitute a violation of the Open Meeting Law. *See* OML 2017-189 (finding public body did not violate Open Meeting Law in not allowing public comment where “[w]hile there is disagreement over interpretation of the Board’s policy around citizen query, we note that the Attorney General only enforces the Open Meeting Law, and does not enforce individual public body policies.”). To this end, the Committee has maintained a practice where Chairs have

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<sup>1</sup> Complaints made under the Open Meeting Law must be filed with both the public body Chair and the Town Clerk. In this case, it was only filed with the Town Clerk with written notice to the Chair that an Open Meeting Law complaint had been filed.



March 6, 2026

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contacted legal counsel about certain matters without prior authorization from the entire Committee. In addition, where a complaint alleges that a public body Chair has effectively made decisions or took actions that should have been made by the public body as a whole, this allegation goes to the authority of individuals such as the Chair versus the public body to take action on particular matters, which is not a matter governed by the Open Meeting Law. *See OML Declination 5-14-2025; OML 2018-144*. Therefore, even accepted as true, the allegations concerning this portion of your complaint do not constitute a violation of the Open Meeting Law.

As to the allegation concerning improper deliberation of a potential agenda item, a “meeting” is defined, in relevant part, as “a deliberation by a public body with respect to any matter within the body’s jurisdiction.” G.L. c. 30A, § 18. The law defines “deliberation” as “an oral or written communication through any medium, including electronic mail, between or among a quorum of a public body on any public business within its jurisdiction; provided, however, that ‘deliberation’ shall not include the distribution of other procedural meeting [sic] or the distribution of reports or documents that may be discussed at a meeting, provided that no opinion of a member is expressed.” *Id.* For the purposes of the Open Meeting Law, a “quorum” is a simple majority of the members of a public body. *Id.*

In addition, “[a] communication between a public body member and the chair for the purpose of adding a topic to a meeting agenda is not deliberation, even if the discussion is between a quorum of the public body, so long as discussion is limited to the request to add the topic to a meeting agenda. This type of communication is an administrative task and falls outside of the definition of deliberation.” *See OML 2021-41; OML 2017-7; OML 2013-4*.

Our office investigated to determine whether any improper deliberations occurred, as this would constitute an open meeting law violation and require remedial action. The investigation determined that one member, unsolicited, shared specific items with the Chair in late November that they wanted to add to an upcoming meeting agenda.<sup>2</sup> This request did not convey any opinions but rather sought the opportunity to address the issues in a Committee meeting. The Chair concurred that the issues needed to be addressed and did not otherwise solicit any opinions from Committee members on the Superintendent’s performance, and sought guidance from legal counsel on next steps. These actions do not constitute improper deliberations under the Open Meeting Law.

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<sup>2</sup> These items are contained in the November 2025 email you attached to your Complaint, which was provided in response to a public records request. The Committee must vote to waive attorney-client privilege in communications before they are disseminated. In this case, it does not appear such a vote has taken place, therefore the communication remains privileged and is prohibited from dissemination without appropriate redactions. To maintain privilege, our office has properly redacted the document in attaching the complaint to this response. However, if the matter goes before the Attorney General’s office for review the Committee will cooperate with their need for information.



Valerio  
Dominello &  
Hillman, LLC

March 6, 2026

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Accordingly, the Committee has not violated the Open Meeting Law in the manner alleged.

Very truly yours,

*/s/ Jennifer F. King*

Jennifer F. King

Attachments: OML Complaint

cc: Karyn Jones, Chair, Sudbury School Committee  
Division of Open Government



The Commonwealth of Massachusetts  
Office of the Attorney General  
One Ashburton Place  
Boston, Massachusetts 02108

## OPEN MEETING LAW COMPLAINT FORM

### Instructions for completing the Open Meeting Law Complaint Form

The Attorney General's Division of Open Government interprets and enforces the Open Meeting Law, Chapter 30A of the Massachusetts General Laws, Sections 18-25. Below is the procedure for filing and responding to an Open Meeting Law complaint.

#### Instructions for filing a complaint:

- o Fill out the attached two-page form completely. Sign and date the second page. File the complaint with the public body within 30 days of the alleged violation. If the violation was not reasonably discoverable at the time it occurred, you must file the complaint within 30 days of the date the violation was reasonably discoverable. A violation that occurs during an open session of a meeting is reasonably discoverable on the date of the meeting.
- o To file the complaint:
  - o For a local or municipal public body, you must submit a copy of the complaint to the chair of the public body AND to the municipal clerk.
  - o For all other public bodies, you must submit a copy of the complaint to the chair of the public body.
  - o Complaints may be filed by mail, by email, or by hand. Please retain a copy for your records.
- o If the public body does not respond within 14 business days and does not request an extension to respond, contact the Division for further assistance.

#### Instructions for a public body that receives a complaint:

- o The chair must disseminate the complaint to the members of the public body.
- o The public body must meet to review the complaint within 14 business days (usually 20-22 calendar days).
- o After review, but within 14 business days, the public body must respond to the complaint in writing and must send the complainant a response and a description of any action the public body has taken to address the allegations in the complaint. At the same time, the body must send the Attorney General a copy of the complaint and a copy of the response. The public body may delegate this responsibility to an individual member of the public body, its counsel, or a staff member, but only after the public body has met to review the complaint.
- o If a public body requires more time to review the complaint and respond, it may request an extension of time for good cause by contacting the Division of Open Government.

#### Once the public body has responded to the complaint:

- o If you are not satisfied with the public body's response to your complaint, you may file a copy of the complaint with the Division by mail, by email, or by hand, but only once you have waited for 30 days after filing the complaint with the public body. Mail may be sent to: The Division of Open Government, Office of the Attorney General, One Ashburton Place - 20<sup>th</sup> Floor, Boston, MA 02108. Emails may be sent to: [openmeeting@state.ma.us](mailto:openmeeting@state.ma.us).
- o When you file your complaint with the Division, please include the complaint form and all documentation relevant to the alleged violation. You may wish to attach a cover letter explaining why the public body's response does not adequately address your complaint.
- o The Division will not review complaints filed with us more than 90 days after the violation, unless we granted an extension to the public body or you can demonstrate good cause for the delay.

If you have questions concerning the Open Meeting Law complaint process, we encourage you to contact the Division of Open Government by phone at (617) 963-2540 or by email at [openmeeting@state.ma.us](mailto:openmeeting@state.ma.us).



## OPEN MEETING LAW COMPLAINT FORM

Office of the Attorney General  
One Ashburton Place  
Boston, MA 02108

Please note that all fields are required unless otherwise noted.

### Your Contact Information:

First Name: Nicole Last Name: Burnard

Address: 1(a)

City: Sudbury State: MA Zip Code: 01776

Phone Number: 1(b) Ext. \_\_\_\_\_

Email: 1(c)

Organization or Media Affiliation (if any): Sudbury Public School Committee

Are you filing the complaint in your capacity as an individual, representative of an organization, or media?

(For statistical purposes only)

☒ Individual ☐ Organization ☐ Media

### Public Body that is the subject of this complaint:

☐ City/Town ☐ County ☒ Regional/District ☐ State

Name of Public Body (including city/town, county or region, if applicable): Sudbury Public School Committee

Specific person(s), if any, you allege committed the violation: Karyn Jones, Chair

Date of alleged violation: 2/4/2026

## Description of alleged violation:

Describe the alleged violation that this complaint is about. If you believe the alleged violation was intentional, please say so and include the reasons supporting your belief.

Note: This text field has a maximum of 3000 characters.

On 1/26, I spoke with the Superintendent, who stated Chair Jones sent an email on 1/22, requesting his presence for a meeting on 1/23 regarding a personnel matter. The Chair, present at the meeting, requested legal counsel to communicate with the Superintendent. The conversation centered on the Committee's desire to buy out the Superintendent's contract, in effect discussing a separation agreement. An agenda notice was posted for a meeting on 2/5 to discuss the Superintendent's contract under MGL c.30A, § 21(2), permitting discussion of contract terms only, but not the underlying justification for pursuing separation. This procedural approach undermines my role and restricts my ability to take part in deliberations. I cannot bargain in good faith without understanding why negotiations are occurring in the first place.

On 2/4, I confirmed the information and conversation with the Superintendent when reviewing my public records request and noted the Chair first reached out to our lawyer on 11/29/25. The Chair does not have the authority under OML to unilaterally negotiate or make decisions about public business that involves the Committee. The Chair's actions replaced a Committee discussion and deprived deliberation. The 1/23 meeting represents a collective strategy and discussion regarding a contract separation based on concerns that were never shared with me as a sitting member.

Under the OML, "deliberation" is defined as any oral/written communication through any medium, including email, between or among a quorum of a public body on any public business within its jurisdiction. Deliberation does not require a formal vote or for members to be physically present together at the same time. Private deliberation, where a quorum's views are developed, exchanged, or relied upon through serial communications are a violation of MGL. The Chair's gathering/solicitation of views, reliance on members' opinions, and use of counsel as an intermediary, not as an advisor, to advance a predetermined course regarding the Superintendent's separation, amount to an exchange of views intended to influence a committee and reflect collective decision-making by a quorum of the Committee outside of a posted public meeting. The 11/29/25 email demonstrates that Committee members' opinions were relied upon to advance this course of action, and acted in accordance with Committee views sufficient to form a quorum. This is not an isolated procedural error, as noted by the January lawyer bill, this is a pattern of actions taken over a period of time beginning on 11/29/25 and continuing into February.

The Committee is a public body with sole authority over the employment, contract negotiation, and separation of the Superintendent. The Chair never received authorization from the Committee to convene or participate in the 1/23 meeting as required by our own Policy BDG. She collectively displaced the Committee's authority and excluded me as a sitting Committee member, avoided public scrutiny, and advanced a significant employment decision involving public funds without OML compliance or transparency to the public. This is a deliberate action over the course of several months.

What action do you want the public body to take in response to your complaint?

Note: This text field has a maximum of 500 characters.

Nullify any vote taken regarding the Superintendent's contract

Additional OML and ethics training for the School Committee - one that the AGO should follow up to confirm took place. Last year, due to an OML violation by Karyn Jones, the Committee's cure was to undergo additional training; however, Karyn Jones, as Chair, canceled the training and replaced it with a summer retreat. We never cured Ms. Jones' first violation from February of 2025.

Any remedy the AGO sees fit, given the circumstances.

## Review, sign, and submit your complaint

### I. Disclosure of Your Complaint.

**Public Record.** Under most circumstances, your complaint, and any documents submitted with your complaint, is considered a public record and will be available to any member of the public upon request.

**Publication to Website.** As part of the Open Data Initiative, the AGO will publish to its website certain information regarding your complaint, including your name and the name of the public body. The AGO will not publish your contact information.

### II. Consulting With a Private Attorney.

The AGO cannot give you legal advice and is not able to be your private attorney, but represents the public interest. If you have any questions concerning your individual legal rights or responsibilities you should contact a private attorney.

### III. Submit Your Complaint to the Public Body.

The complaint must be filed first with the public body. If you have any questions, please contact the Division of Open Government by calling (617) 963-2540 or by email to [openmeeting@state.ma.us](mailto:openmeeting@state.ma.us).

By signing below, I acknowledge that I have read and understood the provisions above and certify that the information I have provided is true and correct to the best of my knowledge.

Signed: Nicole Burnard

Date: 02/24/2026

For Use By Public Body  
Date Received by Public Body:

For Use By AGO  
Date Received by AGO:

## **File: BDG - SCHOOL ATTORNEY**

It will be the duty of the counsel for the Committee to advise the School Committee and the Superintendent on the specific legal problems submitted to them. They will attend meetings upon request and will be sufficiently familiar with Committee policies, practices, and actions under these policies, and with requirements of the school law to enable them to offer the necessary legal advice.

A decision to seek legal advice or assistance on behalf of the school system will be made by the Committee. The Superintendent or Chair may also take such action at the direction of the Committee.

Many types of legal assistance are routine and do not require specific Committee approval or prior notice. However, when the Superintendent concludes that unusual types or amounts of professional legal service may be required, they will advise the Committee and seek either initial or continuing authorization for such service.

The School Committee may use the services provided by the town counsel. The Committee and the Superintendent may seek their services to counsel and represent the school system at various times.

LEGAL REFS.: M.G.L. 71:37E; 71:37F

**Subject:** Re: How to handle agenda requests for Superintendent Performance

**From:** Karyn Jones <karyn\_jones@sudbury.k12.ma.us>

**Date:** 11/29/25, 09:23

**To:** Elizabeth Valerio <Elizabeth.Valerio@vdbhoston.com>

Yes! I'm available. My number is 1 **2**

Karyn Jones  
Chair, Sudbury School Committee

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On Sat, Nov 29, 2025 at 9:07 AM Elizabeth Valerio <Elizabeth.Valerio@vdbhoston.com> wrote:

Hi Karyn

Are you available for a call later today- maybe around 3:00?

Liz

Get [Outlook for iOS](#)

---

**From:** Karyn Jones <karyn\_jones@sudbury.k12.ma.us>

**Sent:** Saturday, November 29, 2025 8:26:37 AM

**To:** Elizabeth Valerio <Elizabeth.Valerio@VDHBoston.com>

**Subject:** How to handle agenda requests for Superintendent Performance

Hi Liz,

Continued on next page

\*\*\*Responses in red are my own personal responses, not that of the School Committee.\*\*\*

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Any guidance you  
can provide would be greatly appreciated.

Thank you,  
Karyn

--

Karyn Jones  
Chair, Sudbury School Committee

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RE: Labor and School Law Matters

|            |     |                                                                                                                              |               |           |
|------------|-----|------------------------------------------------------------------------------------------------------------------------------|---------------|-----------|
|            |     | Dr. McCready and Mr. Carbonneau                                                                                              | Hours<br>0.20 | 53.00     |
| 11/20/2025 | ETM | SEA Bargaining: Communication with Superintendent, Ms. Jones and Ms. Watts; attention to documents                           | 0.90          | 238.50    |
| 11/21/2025 | ETM | SEA Bargaining: Communication with Superintendent and Ms. Watts; attention to documents                                      | 0.20          | 53.00     |
| 11/23/2025 | ETM | SEA Bargaining: Communication with Superintendent and Ms. Jones; attention to documents                                      | 0.80          | 212.00    |
| 11/24/2025 | ETM | SEA Bargaining: Communication with Superintendent and Ms. Jones; attention to documents; attend Committee meeting            | 1.10          | 291.50    |
| 11/25/2025 | ETM | SEA Bargaining: Communication with Superintendent and Ms. McCready and Ms. Jones; attention to documents.                    | 0.50          | 132.50    |
|            | ETM | MNA Bargaining: Communication with Superintendent and Mr. Carbonneau; attention to documents                                 | 0.20          | 53.00     |
| 11/26/2025 | ETM | SEA Bargaining: Communication with Superintendent; Communication with Ms. Watts and Ms. Williams; attention to documents.    | 0.30          | 79.50     |
| 11/29/2025 | EBV | Communication from Ms. Jones; review issues. Telephone conference with Ms. Jones.                                            | 1.10          | 291.50    |
| 11/30/2025 | EBV | Telephone conference with Ms. Jones and Dr. McCready; and continued call with Ms. Jones regarding open session agenda items. | 1.40          | 371.00    |
|            | ETM | OML Inquiry: Attention to communications with Ms. Jones (no charge)                                                          | 0.20          | n/c       |
|            | ETM | SEA Bargaining: Communication with Ms. Williams; attention to documents.                                                     | 0.10          | 26.50     |
|            |     | For Current Services Rendered                                                                                                | 39.80         | 10,547.00 |
|            |     | Total Non-billable Hours                                                                                                     | 0.20          |           |

## Recapitulation

|                      |              |                    |              |
|----------------------|--------------|--------------------|--------------|
| <u>Timekeeper</u>    | <u>Hours</u> | <u>Hourly Rate</u> | <u>Total</u> |
| Valerio/Elizabeth B. | 2.50         | \$265.00           | \$662.50     |

**Subject:** Availability Tomorrow  
**From:** Karyn Jones <karyn\_jones@sudbury.k12.ma.us>  
**Date:** 1/22/26, 16:05  
**To:** Brad Crozier <brad\_crozier@sudbury.k12.ma.us>  
**CC:** AnnMarie.Noonan@vdhboston.com

Hi Brad,

I'm writing to see if you might have availability tomorrow (Friday) between 1pm and 2:30pm for a Zoom or phone conversation regarding a personnel matter with Counsel.

Please let us know if you are available during that window.

Thank you,  
Karyn

--  
Karyn Jones

Chair, Sudbury School Committee

\*\*\*Responses in red are my own personal responses, not that of the School Committee.\*\*\*

No formal discussion or vote was taken by the School Committee authorizing the Chair to engage in separation agreement discussions that would essentially terminate the Superintendents contract.

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RE: Labor and School Law Matters

|            |     |                                                                                                                       | Hours |        |
|------------|-----|-----------------------------------------------------------------------------------------------------------------------|-------|--------|
|            | ETM | MNA Bargaining: Attention to documents; communications with Mr. Carbonneau                                            | 0.20  | 53.00  |
| 01/21/2026 | ETM | Personnel: Communications with Ms. Jones                                                                              | 0.10  | 26.50  |
|            | EBV | Communication from Ms. Jones; review document from Ms. Jones.                                                         | 0.25  | 66.25  |
| 01/22/2026 | AMN | Personnel: Review document and conference with Ms. Jones; strategize regarding same; draft talking points.            | 2.80  | 742.00 |
|            | NJD | Personnel: Communication regarding personnel matter and attention to client materials                                 | 0.90  | 238.50 |
|            | EBV | Personnel: Conference regarding response to request from Ms. Jones. Telephone conference with Ms. Jones. (0.75 hours) | 0.50  | 132.50 |
| 01/23/2026 | ETM | Medical Providers Inquiry: Communications with Superintendent                                                         | 0.10  | 26.50  |
|            | AMN | Personnel: Conferences with Ms. Jones; review contracts; call with Mr. Crozier and Ms. Jones.                         | 2.50  | 662.50 |
| 01/26/2026 | AMN | Personnel: Call to employee's counsel; conference with Ms. Jones.                                                     | 0.70  | 185.50 |
| 01/27/2026 | ETM | MNA Bargaining: Communications with Superintendent and Mr. Carbonneau                                                 | 0.10  | 26.50  |
| 01/28/2026 | ETM | MNA Bargaining: Communications with Superintendent and Mr. Carbonneau                                                 | 0.20  | 53.00  |
|            | AMN | Personnel: Call to counsel; confer with Ms. Jones.                                                                    | 0.30  | 79.50  |
| 01/29/2026 | AMN | Personnel: Confer with Ms. Jones; call with employee counsel.                                                         | 0.40  | 106.00 |
|            | NJD | Personnel: Communication regarding personnel matter and OML obligations                                               | 0.40  | 106.00 |
| 01/30/2026 | NJD | Personnel: Communication regarding personnel matter                                                                   | 0.40  | 106.00 |
|            | ETM | Medical Inquiry: Communications with Superintendent                                                                   | 0.10  | 26.50  |
|            | ETM | MNA Bargaining: Attention to documents; Communications with Superintendent and Mr. Carbonneau                         | 0.20  | 53.00  |



Nicole Burnard &lt;nicole\_burnard@sudbury.k12.ma.us&gt;

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**Request**

1 message

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**Nicole Burnard** <nicole\_burnard@sudbury.k12.ma.us>  
To: Karyn Jones <karyn\_jones@sudbury.k12.ma.us>

Wed, Feb 18, 2026 at 10:52 AM

Hi Karyn,

In an effort to effectively fulfill my elected duties and responsibilities, I'm requesting the SC add an executive session under Chapter 30A Section 21(a)(1) to discuss the Superintendent's contract.

Thank you,

*The Chair never responded to my request.*

Nicole Burnard  
Sudbury School Committee

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## AMENDED AGENDA and NOTICE SCHOOL COMMITTEE MEETING

(Originally posted 11/20/25 at 3:26 p.m. -  
Amended on 11/21/25 at 9:15 a.m.)

*This is a hybrid meeting, allowing community members to attend and participate in public comment either in person or remotely.*

**Regular Session Meeting**  
**Monday, November 24, 2025**

### LOCATION

**Sudbury Public Schools**  
**40 Fairbank Road; Room 214; Sudbury, MA 01776**  
**Dial In: 1 301 715 8592 - Webinar ID: 837 9757 7243**  
**Live Link: <https://us02web.zoom.us/j/83797577243>**

### AGENDA

- | 6:30 p.m. Open Executive Session                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Approximate Time                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
| <b>1. Executive Session</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                   |
| a. Motion and vote to convene in executive session and to return to open session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purposes:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                   |
| i. Purpose (3) to discuss strategy with respect to and in preparation for collective bargaining with the Sudbury Nurses' Association, the Sudbury Education Association, the Education Support Professionals Association, and Custodians (Units A, B & C) because an open discussion may have a detrimental effect on the bargaining position of the Committee. The Committee will return to Open Session.                                                                                                                                                                                                                                                                                                                                                                                                         |                                   |
| <b>7:00 p.m. Open Regular Session</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>Approximate Time</b>           |
| <b>1. Public Comment</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>15 Mins</b>                    |
| a. At the start of each regularly scheduled School Committee meeting, community members may address the Committee. In-person attendees should sign in; remote attendees on Zoom should use the "Raise Hand" feature (in the Reactions menu, or under "More" on mobile). For remote comments, attendees must also type their full name into the Zoom name field in order to be called on. Per Policy BEDH, each speaker has up to three (3) minutes and must state their name and city/town. The Chair will alternate between in-person and remote speakers. Public comment is not a discussion or debate, but an opportunity to share opinions on matters within the Committee's authority. Meetings are live-streamed and recorded for SudburyTV; participation constitutes consent to be recorded and broadcast. |                                   |
| <b>2. Educational and Operational Matters</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>(Report) 15 Mins</b>           |
| a. SEA Report (Angela Spirito)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                   |
| b. District Reports                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                   |
| i. Director of Business and Human Resources' Report                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                   |
| ii. Assistant Superintendent's Report                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                   |
| iii. Superintendent's Report                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                   |
| <b>3. Consent Calendar</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>(Discussion/Action) 5 Mins</b> |
| a. Approval of Community Letter from the Sudbury School Committee Regarding Special Town Meeting                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                   |
| b. Receipt of Open Meeting Law Complaints and Legal Counsel Responses (R. Sax, A. Sax K. Hayes, and W. Fox), including associated legal service costs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                   |
| c. Receipt of School Improvement Plans: Curtis, Haynes, Loring, Nixon, and Noyes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                   |
| d. Appointment of Members to the LGBTQ+ Parent Advisory Council                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                   |

- e. Monthly Accounts Payroll Warrants Submissions
  - f. Approval of Minutes (10/06/25 and 10/23/25)
4. New Business and Policy Matters
- a. Determination around No School and Half-Days in regards to Cultural and Religious Observances as Guidance to the Superintendent in Development of the FY27 School Calendar (Discussion/Action) 20 Mins
  - b. Discuss and Take Positions on Special Town Meeting Articles (Discussion/Action) 10 Mins
5. Special Matters
- a. MCAS Presentation, Annette Doyle, Lauren Egizio and Karen Wolfson (Report) 45 Mins
6. New Business and Policy Matters, Continued
- a. Three Year Fiscal Outlook for Sudbury Public Schools and Initial Review of Administration and School Committee FY27 Prioritization of Initiatives (Discussion/Action) 30 Mins
  - b. ~~FY27 Budget Process~~-Policy BGB, Step 2: (Discussion/Action) 30 Mins
    - i. Per recommendation of the Sudbury School Committee on 10/23/2025:
      - 1. IMDA, Accommodations for Religious and Cultural Observances
    - ii. Per recommendation of the Policy Subcommittee on 10/24/2025:
      - 1. BEDH, Public Comment at School Committee Meetings
      - 2. BEA, Hybrid Meetings and Remote Participation
      - 3. ECAB, Access to Buildings and Grounds
      - 4. EFBA, School Food and Nutrition - Meal Modifications
      - 5. IJOA, Field Trips
      - 6. JJE, Student Fund-Raising Activities
      - 7. KBE, Relations with Parent/Booster Organizations
      - 8. KHB, Advertising in the Schools and Use of School Name/Logo
      - 9. KI, Visitors to the School
  - c. Sudbury School Committee Vacancy: Review and Discuss Select Board Process (Discussion/Action) 10 Mins
7. Future Agenda Items (Report) 5 Mins
- a. Rolling agenda provided as informational only; members may state items they would like to see on a future agenda. No discussion will occur in compliance with Open Meeting Law.
8. Adjournment

*"This listing of matters is those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed, and other items not listed may also be brought up for discussion to the extent permitted by law. The Chair will strive to honor timed items as best as possible."*

*The next School Committee Meeting is scheduled for **Thursday, December 4, 2025***



## AGENDA and NOTICE SCHOOL COMMITTEE MEETING

*This is a hybrid meeting, allowing community members to attend and participate in public comment either in person or remotely.*

### Regular Session Meeting

Thursday, December 4, 2025

### LOCATION

40 Fairbank Road, Sudbury, MA 01776 - Room 214

Dial In: 1 301 715 8592 - Webinar ID: 835 8824 7300

URL: <https://us02web.zoom.us/j/83588247300>

### AGENDA

#### 7:00 p.m. Open Regular Session

1. Public Comment 15 Mins
  - a. *At the start of each regularly scheduled School Committee meeting, community members may address the Committee. In-person attendees should sign in; remote attendees on Zoom should use the "Raise Hand" feature (in the Reactions menu, or under "More" on mobile). For remote comments, attendees must also type their full name into the Zoom name field in order to be called on. Per Policy BEDH, each speaker has up to three (3) minutes and must state their name and city/town. The Chair will alternate between in-person and remote speakers. Public comment is not a discussion or debate, but an opportunity to share opinions on matters within the Committee's authority. Meetings are live-streamed and recorded for SudburyTV; participation constitutes consent to be recorded and broadcast.*
2. Consent Calendar (Discussion/Action) 5 Mins
  - a. Communication to the Community about Special Town Election on December 16, 2025
  - b. Vote for Policy Adoption: Policy BGB, Step 3:
    - i. IMDA, Accommodations for Religious and Cultural Observances
    - ii. BEDH, Public Comment at School Committee Meetings
    - iii. BEA, Hybrid Meetings and Remote Participation
    - iv. ECAB, Access to Buildings and Grounds
    - v. EFBA, School Food and Nutrition - Meal Modifications
    - vi. JJE, Student Fund-Raising Activities
    - vii. KHB, Advertising in the Schools and Use of School Name/Logo
3. Business and Policy Matters
  - a. Discussion and possible vote regarding the establishment of a Budget Subcommittee, (Discussion/Action) 20 Mins  
including appointment of members
  - b. FinCom Documents for Budget Pressures Meeting, December 11, 2025 (Discussion) 10 Mins
    - i. Exhibit 1
  - c. FY27 Budget Planning (Discussion/Action) 90 Mins  
*Town Manager and Assistant Town Manager/Finance Director to join and present as needed*
    - i. Town Manager's Budget Guidance
    - ii. Business Manager to Present Drivers of Cost Escalation in Three Year Forecast
    - iii. Review FY27 Budget Drivers
    - iv. Presentation of Administrative FY27 Priorities and Initial Discussion on Prioritization of School Committee and Administrative Priorities

- v. Review Budget Timeline and Communications
  - d. Superintendent Attendance and Participation in Capital Planning; Collaboration with the Town Manager Regarding the FY27 Preliminary Budget (Discussion/Action) 10 Mins
4. Adjournment

*"This listing of matters is those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law."*

*The next School Committee Meeting is scheduled for **Monday, December 8, 2025***



## AGENDA and NOTICE SCHOOL COMMITTEE MEETING

*This is a hybrid meeting, allowing community members to attend and participate in public comment either in person or remotely.*

**Regular Session Meeting**  
**Monday, December 15, 2025**

**LOCATION**  
**40 Fairbank Road; Room 214; Sudbury, MA 01776**  
**Dial In: 1 301 715 8592 - Webinar ID: 828 4386 8612**  
**Live Link: <https://us02web.zoom.us/j/82843868612>**

### AGENDA

#### 7:00 p.m. Open Regular Session

#### Approximate Time

1. Budget Hearing (Timed Item - 7:00pm) (Discussion) 30 Mins
  - a. Superintendent's Recommended FY27 Budget
2. Public Comment 15 Mins
  - a. At the start of each regularly scheduled School Committee meeting, community members may address the Committee. In-person attendees should sign in; remote attendees on Zoom should use the "Raise Hand" feature (in the Reactions menu, or under "More" on mobile). For remote comments, attendees must also type their full name into the Zoom name field in order to be called on. Per Policy BEDH, each speaker has up to three (3) minutes and must state their name and city/town. The Chair or their designee will alternate between in-person and remote speakers. Public comment is not a discussion or debate, but an opportunity to share opinions on matters within the Committee's authority. Meetings are live-streamed and recorded for SudburyTV; participation constitutes consent to be recorded and broadcast.
3. Consent Calendar (Discussion/Action) 5 Mins
  - a. Approve the updated charge of the Tri-District Calendar Review Subcommittee to enable the SPS School Committee appointees to establish a process for determining when and how cultural and religious holidays may be added to the school calendar as no-school or half-days
  - b. Approve to update the charge of the Policy Subcommittee to Review Policy IHBA
  - c. Receipt of updated Negotiations / Labor Relations Subcommittee Charge
  - d. Monthly Accounts Payable and Payroll Warrant Submissions
  - e. Minutes (11/03/25 and 11/13/25)
4. Educational and Operational Matters (Report) 15 Mins
  - a. SEA Report (Michelle Marino)
  - b. District Reports
    - i. Director of Business and Human Resources
    - ii. Assistant Superintendent
    - iii. Superintendent
5. Business and Policy Matters
  - a. Principal Budget Discussion (Discussion) 45 Mins
    - i. Bryant Amitrano, Principal, Josiah Haynes Elementary School

- ii. Sara Harvey, Principal, Israel Loring Elementary School
- iii. Amy Mulkerin, Principal, Peter Noyes Elementary School
- iv. Susan Woods, Principal, General John Nixon Elementary School
- v. Jeff Mela, Principal, Ephraim Curtis Middle School

b. FY27 Budget Workshop (Discussion/Action) 45 Mins

c. Policy BGB, Step 3: Discuss and Potential Adoption (Discussion/Action) 15 Mins

- i. IJOA, Field Trips
- ii. KBE, Relations with Parent/Booster Organizations
- iii. KI, Visitors to the School

## 6. Adjournment

*This listing of matters is those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed, and other items not listed may also be brought up for discussion to the extent permitted by law.  
The Chair will strive to honor timed items as best as possible.*

*The next School Committee Meeting is scheduled for Thursday, **December 18, 2025***



## AGENDA and NOTICE SCHOOL COMMITTEE MEETING

### Regular Session Meeting

Thursday, December 18, 2025

### LOCATION

Remote Location

Dial In: 1 301 715 8592 - Webinar ID: 818 3913 9333

URL: <https://us02web.zoom.us/j/81839139333>

### AGENDA

#### 7:00 p.m. Open Regular Session

#### Approximate Time

1. Public Comment 15 Mins
  - a. At the start of each regularly scheduled School Committee meeting, community members may address the Committee. Remote attendees on Zoom should use the "Raise Hand" feature (in the Reactions menu, or under "More" on mobile) and must type their full name into the Zoom name field to be called on. Per Policy BEDH, each speaker has up to three (3) minutes and must state their name and city/town. Public comment is not a discussion or debate, but an opportunity to share opinions on matters within the Committee's authority. Meetings are live-streamed and recorded for SudburyTV; participation constitutes consent to be recorded and broadcast.
2. Consent Calendar (Discussion/Action) 5 Mins
  - a. 2025-2026 School Committee Goal, After-School Care & Enrichment: Receipt of Memorandum from Sudbury Extended Day Regarding Current Enrollment Capacity, Community After-School Options, and Notable Trends, Challenges, and Opportunities. Discussion will take place as planned in January.
  - b. Receipt of Guidance on the New 2026 Annual Town Meeting Warrant Article Submission Process
3. Business and Policy Matters
  - a. Discussion and Potential Vote on the Naming of the Ephraim Curtis Middle School Auditorium (Discussion/Action) 20 Mins
  - b. FY27 Budget Workshop (Discussion/Action) 30 Mins
    - i. Preliminary, High-Level Options Pending Further Budget Forecast Review
    - ii. Summer 2026 ESY: What ESY will look like for students, including METCO Students and Students enrolled in Specialized Programs; Timeline Regarding District Communication with Families about Changes to SMILE
  - c. Approve 2026-2027 School Calendar (Discussion/Action) 10 Mins
  - d. Discussion regarding the Sudbury Select Board's Diversity, Equity, and Inclusion Commission (Discussion/Action) 10 Mins
  - e. Afterschool Care RFP Timeline (Discussion/Action) 10 Mins
  - f. Update About MASC Conference (Discussion) 10 Mins
  - g. 2025-2026 School Committee Goal: Review November Listening Session summary, attendance log, and survey data (Discussion) 10 Mins
4. Liaison & Subcommittee Reports (Report) 10 Mins
  - a. Liaison Reports: SEPAC, LGBTQ+ PAC, Select Board, Finance Committee, LS Regional High School, Energy & Sustainability Committee, Parks and Recreation Commission, MASC Delegate
  - b. Subcommittee Reports: Policy, Negotiations/Labor Relations, Calendar Review

- |                                                                                                                                                                                    |          |        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|--------|
| 5. Future Agenda Items                                                                                                                                                             | (Report) | 5 Mins |
| a. Rolling agenda provided as informational only; members may state items they would like to see on a future agenda. No discussion will occur in compliance with Open Meeting Law. |          |        |
| 6. Adjournment                                                                                                                                                                     |          |        |

*This listing of matters is those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed, and other items not listed may also be brought up for discussion to the extent permitted by law.  
The Chair will strive to honor timed items as best as possible.*

*The next School Committee Meeting is scheduled for **Tuesday, January 20, 2026***



## AGENDA and NOTICE SCHOOL COMMITTEE MEETING

*This is a remote meeting, with public comment available via the meeting link.*

Regular Session Meeting  
Monday, January 5, 2026

### LOCATION

Remote Location

Dial In: 1 301 715 8592 - Webinar ID: 813 1173 0778

URL: <https://us02web.zoom.us/j/81311730778>

### AGENDA

7:30 p.m. Open Executive Session

(Approximate Time)

1. Executive Session
  - a. Motion and vote to convene in executive session and to return to open session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purposes:
    - i. Purpose (3) to discuss strategy with respect to and in preparation for collective bargaining with the Sudbury Education Association, the Education Support Professionals Association, and Custodians (Units A, B & C) because an open discussion may have a detrimental effect on the bargaining position of the Committee.
    - ii. Purpose (7) to review and approve minutes from the Sudbury School Committee executive session meetings of November 7, 2025, November 24, 2025, December 8, 2025, and January 5, 2026.

**Return to Open Session (approximately 8:00 p.m. - 8:15 p.m.)**

2. Public Comment 15 Mins
  - a. **Public comment is limited to items appearing on this meeting agenda.** At the start of each regularly scheduled School Committee meeting, community members may address the Committee. Remote attendees on Zoom should use the "Raise Hand" feature (in the Reactions menu, or under "More" on mobile) and must type their full name into the Zoom name field to be called on. Per Policy BEDH, each speaker has up to three (3) minutes and must state their name and city/town. Public comment is not a discussion or debate, but an opportunity to share opinions on matters within the Committee's authority. Meetings are live-streamed and recorded for SudburyTV; participation constitutes consent to be recorded and broadcast.
3. Business and Policy Matters (Discussion/Action) 10 Mins
  - a. Vote on the Agreement Between the Sudbury School Committee and the Sudbury Educational Association (SEA)
  - b. Vote on the Agreement Between the Educational Support Professional Association of Sudbury (ESPAS) and the Sudbury School Committee
  - c. Vote on the Agreement Between the Sudbury School Committee and the Sudbury Educational Association of Custodial Employees
  - d. Vote to Authorize the Chair of the School Committee, in Collaboration with the Superintendent, to Draft and Issue a Press Release to the Community Based on the Outcome of the SEA Ratification Vote
4. Adjournment

*"This listing of matters is those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed, and other items not listed may also be brought up for discussion to the extent permitted by law. The Chair will strive to honor timed items as best as possible."*

*The next School Committee Meeting is scheduled for Monday, **January 20, 2026***



## AGENDA and NOTICE SCHOOL COMMITTEE MEETING

*This is a remote meeting, with public comment available via the meeting link.*

**Regular Session Meeting**  
**Wednesday, January 14, 2026**

### LOCATION

**Remote Location**

**Dial In: 1 301 715 8592 • Webinar ID: 879 0666 4504**

**URL: <https://us02web.zoom.us/j/87906664504>**

### AGENDA

**7:30 p.m. Open Executive Session**

**(Approximate Time)**

**1. Executive Session**

- a. Motion and vote to convene in executive session and to return to open session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purposes:
  - i. Purpose (3) to discuss strategy with respect to and in preparation for collective bargaining with the Nurses' Union because an open discussion may have a detrimental effect on the bargaining position of the Committee.
  - ii. Purpose (7) to review and approve minutes from the Sudbury School Committee executive session meeting of January 14, 2026.

**Return to Open Session (approximately 8:00 p.m.)**

**2. Public Comment**

**15 Mins**

- a. At the start of each regularly scheduled School Committee meeting, community members may address the Committee. Remote attendees on Zoom should use the "Raise Hand" feature (in the Reactions menu, or under "More" on mobile) and must type their full name into the Zoom name field to be called on. Per Policy BEDH, each speaker has up to three (3) minutes and must state their name and city/town. Public comment is not a discussion or debate, but an opportunity to share opinions on matters within the Committee's authority. Meetings are live-streamed and recorded for SudburyTV; participation constitutes consent to be recorded and broadcast.

**3. Educational and Operational Matters**

**(Report)**

**15 Mins**

**a. District Reports**

- i. Director of Business and Human Resources
- ii. Assistant Superintendent
- iii. Superintendent
  1. Ratification of Agreements with the Sudbury Education Association (SEA), the Educational Support Professional Association of Sudbury (ESPAS), and the Sudbury Educational Association of Custodial Employees have ratified new collective bargaining agreements.

**Open Joint Meeting with the Sudbury Special Education Parent Advisory Council (SEPAC)**

**4. Business and Policy Matters**

- a. Review of the FY27 Budget; Possible Action to Transmit a FY27 Budget to the Town by the January 16, 2026 Deadline **(Discussion/Action) 90 Mins**
  - SEPAC Participation in Discussion of the Extended School Year (ESY) Budget and Special Education-Related Student Services

## Close Joint Meeting with the Sudbury Special Education Parent Advisory Council (SEPAC)

b. Review of Draft After-School Care Request for Proposals (RFP) (Discussion/Action) 45 Mins

5. Adjournment

*"This listing of matters is those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed, and other items not listed may also be brought up for discussion to the extent permitted by law. The Chair will strive to honor timed items as best as possible."*

The date of the School Committee's next meeting will be **Thursday, January 15, 2026** if no action is taken on the FY27 Budget, or **Tuesday, January 20, 2026** if the FY27 Budget is voted.



## AGENDA and NOTICE SCHOOL COMMITTEE MEETING

***This meeting will be held only if the Sudbury School Committee does not take action on the FY27 Budget at its meeting on Wednesday, January 14, 2026***

***This is a remote meeting, with public comment available via the meeting link.***

**Regular Session Meeting  
Thursday, January 15, 2026**

### LOCATION

**Remote Location**

**Dial In: 1 301 725 8592 - Webinar ID: 817 6109 8607**

**URL: <https://us02web.zoom.us/j/81761098607>**

### **AGENDA**

**7:00 p.m. Open Regular Session**

**(Approximate Time)**

1. Public Comment 15 Mins
  - a. At the start of each regularly scheduled School Committee meeting, community members may address the Committee. Remote attendees on Zoom should use the "Raise Hand" feature (in the Reactions menu, or under "More" on mobile) and must type their full name into the Zoom name field to be called on. Per Policy BEDH, each speaker has up to three (3) minutes and must state their name and city/town. Public comment is not a discussion or debate, but an opportunity to share opinions on matters within the Committee's authority. Meetings are live-streamed and recorded for SudburyTV; participation constitutes consent to be recorded and broadcast.
2. Continued Business and Policy Matters
  - a. Review of the FY27 Budget; Action to Transmit a FY27 Budget to the (Discussion/Action) 60 Mins  
Town by the January 16, 2026 Deadline
3. Adjournment

*"This listing of matters is those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed, and other items not listed may also be brought up for discussion to the extent permitted by law. The Chair will strive to honor timed items as best as possible."*

The next School Committee Meeting is scheduled for **Tuesday, January 20, 2026.**



## AGENDA and NOTICE SCHOOL COMMITTEE MEETING

*This is a remote meeting, with public comment available via the meeting link.*

Regular Session Meeting  
Tuesday, January 20, 2026

### LOCATION

Remote Location

Dial In: 1 301 725 8592 - Webinar ID: 834 8906 7319

URL: <https://us02web.zoom.us/j/83489067319>

### AGENDA

7:00 p.m. Open Regular Session

(Approximate Time)

1. Public Comment 15 Mins
  - a. At the start of each regularly scheduled School Committee meeting, community members may address the Committee. Remote attendees on Zoom should use the "Raise Hand" feature (in the Reactions menu, or under "More" on mobile) and must type their full name into the Zoom name field to be called on. Per Policy BEDH, each speaker has up to three (3) minutes and must state their name and city/town. Public comment is not a discussion or debate, but an opportunity to share opinions on matters within the Committee's authority. Meetings are live-streamed and recorded for SudburyTV; participation constitutes consent to be recorded and broadcast.
2. Special Matters
  - a. Review Superintendent's Recommended Annual Town Meeting Articles (Discussion/Action) 25 Mins
  - b. 2025-2026 School Committee Goal: Review and Potentially Vote on the SPS Capital Plan (Discussion/Action) 15 Mins
2. Consent Calendar (Discussion/Action) 5 Mins
  - a. School Committee Mid-Year Report
  - b. Meeting Minutes (10/06/2025, 11/24/25 and 12/04/25)
3. Business and Policy Matters (Informational)
  - a. Policy BGB, Step 1: Informational Only  
Note: Because this agenda must be posted prior to the Policy Subcommittee meeting scheduled for Friday, January 16, 2026, the items listed below are tentative and reflect policies that may be included following that meeting.
    - i. New - BDFC, Parent Advisory Councils, ELPAC
    - ii. New - IJNDG Generative Artificial Intelligence Policy for Teachers and Students
    - iii. IHBA, Observations of Special Education Programs
    - iv. AD, Mission Statement
    - v. CBI, Evaluation of the Superintendent
  - b. Review of the FY27 Budget and potential options for the Budget Book (Discussion/Action) 25 Mins
  - c. Review of Draft After-School Care Request for Proposals (RFP) Prepared by the Administration; Possible Action to Approve the RFP and Authorize the Superintendent or their delegate to Issue the RFP and Establish an Evaluation Committee (Discussion/Action) 40 Mins
  - d. Discussion and Potential Vote on the 2026-2027 School Calendar (Discussion/Action) 20 Mins

- |    |                                                                                                                                                                                                             |                     |         |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------|
| e. | 2025-2026 School Committee Goal: After-School Care and Enrichment:<br>Initial Findings on Space Usage, Peer District Practices, and Local Provider<br>Landscape                                             | (Discussion/Action) | 30 Mins |
| f. | Review At-A-Glance Newsletter and Letter to Update Community about<br>Adopted Policies; Discussion if School Committee webpages need to be updated;<br><i>Time Permitting Based on Budget Deliberations</i> | (Discussion/Action) | 20 Mins |

4. Adjournment

*"This listing of matters is those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed, and other items not listed may also be brought up for discussion to the extent permitted by law. The Chair will strive to honor timed items as best as possible."*

The next School Committee Meeting is scheduled for **Monday, January 26, 2026**



## AGENDA and NOTICE SCHOOL COMMITTEE MEETING

*This is a remote meeting, with public comment available via the meeting link.*

**Regular Session Meeting**  
**Monday, January 26, 2026**

### LOCATION

**Remote Location**

**Dial In: 1 301 725 8592 - Webinar ID: 871 2146 6606**

**URL: <https://us02web.zoom.us/j/87121466606>**

### AGENDA

**7:00 p.m. Open Regular Session**

**(Approximate Time)**

1. **Public Comment** 15 Mins
  - a. At the start of each regularly scheduled School Committee meeting, community members may address the Committee. Remote attendees on Zoom should use the "Raise Hand" feature (in the Reactions menu, or under "More" on mobile) and must type their full name into the Zoom name field to be called on. Per Policy BEDH, each speaker has up to three (3) minutes and must state their name and city/town. Public comment is not a discussion or debate, but an opportunity to share opinions on matters within the Committee's authority. Meetings are live-streamed and recorded for SudburyTV; participation constitutes consent to be recorded and broadcast.
2. **Special Matters**
  - a. 2025-2026 School Committee Goal: Digital Citizenship, Current Practices, Framework (Discussion) 55 Mins  
Alignment and Policy Implementation (Michael O'Brien, Liz Kerrigan and Shannon Famigletti)
3. **Consent Calendar** (Discussion/Action) 5 Mins
  - a. CASE Collaborative Q2 Report
  - b. ACCEPT Collaborative Q2 Report
  - c. Policy Subcommittee Meeting Minutes (01/16/2026)
  - d. Sudbury Public Schools Town Report (2025)
  - e. Monthly Accounts Payable and Payroll Warrant Submissions
  - f. Minutes (12/08/25, 12/09/25 and 12/15/25)
  - g. **January At-A-Glance Newsletter and Community Email**
  - h. **Update copy for School Committee Website Regarding Public Comment**
4. **Business and Policy Matters**
  - a. Discussion on how the Sudbury School Committee and Sudbury Public Schools may partner with the Sudbury 250 Committee in their efforts to honor the 250th Anniversary of the Commencement of the American Revolution (Discussion/Action) 20 Mins
  - b. Superintendent Update and Discussion Regarding Summer Programming (Discussion/Action) 15 Mins
  - c. Initial Discussion Regarding Community Feedback on Antisemitism and Racism, And Next Steps (Discussion/Action) 15 Mins
    - District Update: Antisemitic and Racial Incidents — 2025–2026 School Year
  - d. Vote on Superintendent's Recommended Annual Town Meeting Warrant Articles (Discussion/Action) 15 Mins
  - e. Policy BDB: Step 2: Review, Discussion, and Potential Vote for Counsel Review (Discussion/Action) 20 Mins
    - i. New - BDFC, Parent Advisory Councils, ELPAC
    - ii. New - IJNDG Generative Artificial Intelligence Policy for Teachers and Students
    - iii. AD, Mission Statement
    - iv. CBI, Evaluation of the Superintendent
  - f. Discussion and Potential Vote on the FY27 Budget Book (Discussion/Action) 25 Mins

*"This listing of matters is those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed, and other items not listed may also be brought up for discussion to the extent permitted by law. The Chair will strive to honor timed items as best as possible."*

The next School Committee Meeting is scheduled for **Monday, February 9, 2026**



## AGENDA and NOTICE SCHOOL COMMITTEE MEETING

Executive Session Meeting  
Thursday, February 5, 2026  
9:30 a.m.

### LOCATION

Remote Location

Dial In: 301 715 8592 - Webinar ID: 852 6625 3696

Live Link: <https://us02web.zoom.us/j/85266253696>

### AGENDA

#### 9:30 a.m. Open Executive Session

##### 1. Executive Session

- a. Motion and vote to meet in executive session and to not return to open session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purposes:
  - i. Purpose (2) to discuss strategy with respect to negotiations with nonunion personnel (specifically the Superintendent).

*"This listing of matters is those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed, and other items not listed may also be brought up for discussion to the extent permitted by law. The Chair will strive to honor timed items as best as possible."*

The next School Committee Meeting is scheduled for **Monday, February 9, 2026**



## AGENDA and NOTICE SCHOOL COMMITTEE MEETING

*This is a remote meeting, with public comment available via the meeting link.*

**Regular Session Meeting**  
**Monday, February 9, 2026**

### LOCATION

**Remote Location**

**Dial In: 1 301 715 8592 - Webinar ID: 844 2870 9747**

**URL: <https://us02web.zoom.us/j/84428709747>**

### **AGENDA**

**7:00 p.m. Open Regular Session**

**(Approximate Time)**

1. Executive Session 30 Mins
  - a. Motion and vote to convene in executive session and to return to open session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purposes:
    - i. Purpose (3) to discuss strategy with respect to and in preparation for collective bargaining with the Sudbury Nurses Association; and
    - ii. Purpose (2) to discuss strategy with respect to negotiations with nonunion personnel (specifically the Superintendent).

**Return to Open Session (approximately 7:30 p.m.)**

2. Public Comment (approximately 7:30PM) 15 Mins
  - a. At the start of each regularly scheduled School Committee meeting, community members may address the Committee. Remote attendees on Zoom should use the "Raise Hand" feature (in the Reactions menu, or under "More" on mobile) and must type their full name into the Zoom name field to be called on. Per Policy BEDH, each speaker has up to three (3) minutes and must state their name and city/town. Public comment is not a discussion or debate, but an opportunity to share opinions on matters within the Committee's authority. Meetings are live-streamed and recorded for SudburyTV; participation constitutes consent to be recorded and broadcast.
3. Consent Calendar (Discussion/Action) 5 Mins
  - a. Policy BDB: Step 3: Adoption of the following policies
    - i. AD, Mission Statement
    - ii. New - BDFC, Parent Advisory Councils, ELPAC
    - iii. CBI, Evaluation of the Superintendent
  - b. Approval of Amendments to the LGBTQ+ Parent Advisory Council Charge
  - c. Approval of Monthly Accounts Payable and Payroll Warrants
  - d. Approval of Minutes (12/18/25 and 01/05/26)
4. Educational and Operational Matters (Report) 15 Mins
  - a. District Reports
    - i. SEA Representative (Angela Spirito)
    - ii. Director of Business and Human Resources
    - iii. Assistant Superintendent
    - iv. Superintendent
      1. 2025-2026 School Committee Goal: Implementation of Policy JJJC, Student Use of Technology in Schools, Update #2

5. Continuing Business
  - a. Update on how the Sudbury School Committee and Sudbury Public Schools may Partner with the Sudbury 250 Committee in their efforts to honor the 250th Anniversary Of the Commencement of the American Revolution (Discussion/Action) 10 Mins
  - b. FY27 Summer Programming Update (Discussion/Action) 10 Mins
  - c. Discussion and Potential Vote on the FY27 Budget Book and FY27 District Goals (Discussion/Action) 30 Mins
6. Business and Policy Matters
  - a. Policy BDB: Step 1: Informational Only (Informational)
    - i. JKAA, Physical Restraint of Students
    - ii. JLCD, Administering Medicines to Students
    - iii. IHBAA, Observations of Special Education Programs
  - b. Review Draft Resolution to Potentially Establish a Task Force that will Address Antisemitism and All Forms of Hate and Bias at Sudbury Public Schools (Discussion/Action) 20 Mins
  - c. 2025-2026 School Committee Goal: Update about Transportation and Continued Discussion Around After-School Care and Enrichment (Discussion/Action) 15 Mins
  - d. 2025-2026 School Committee Goal: Planning Discussion of March Listening Session (Discussion/Action) 10 Mins
  - e. Quarterly Financial Reports (Discussion/Action) 15 Mins
    - i. Operating Budget, Year-to-Date (Account/Object Code and Budget to Actual))
    - ii. Account Transfers
    - iii. Staffing and FTE Reconciliation
    - iv. Circuit Breaker (activity and balance, roll forward estimate)
    - v. Revolving Accounts Summary (activity and balance)
7. Liaison Reports (Reports) 10 Mins
  - a. Liaison Reports: SEPAC, LGBTQ+ PAC, Select Board, Finance Committee, LS Regional High School, Energy & Sustainability Committee, Parks and Recreation Commission, MASC Delegate
  - b. Subcommittee Reports: Policy, Budget, Negotiations/Labor Relations, Calendar Review
    - i. Final Report - Policy Subcommittee's Work Assigned by the full committee has been completed
8. Adjournment

*"This listing of matters is those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed, and other items not listed may also be brought up for discussion to the extent permitted by law. The Chair will strive to honor timed items as best as possible."*

The next School Committee Meeting is scheduled for **Monday, March 2, 2026**