



Sudbury Public Schools

40 Fairbank Road

Sudbury, Massachusetts 01776

Phone: (978) 639-3211 Fax: (978) 443-9001

Brad J. Crozier

Superintendent of Schools

brad_crozier@sudbury.k12.ma.us

Donald R. Sawyer

Director of Business & Human Resources

donald_sawyer@sudbury.k12.ma.us

Via e-mail*

March 19, 2026

Kevin LaHaise

25 Phillips Rd.

Sudbury, MA 01776

sudburyweekly@gmail.com

(413) 244-8994

Re: Public Records Request – Email Dated March 5, 2026

Dear Mr. LaHaise:

On March 6, 2026, the Sudbury Public Schools (“District”) received your Public Records Request pursuant to M.G.L. c. 66 dated that same day. Specifically, you requested the following information:

“I'm requesting a copy of any record request received by SPS that resulted in the district sharing any emails between Chair Karyn Jones and SPS legal counsel.

If helpful for identifying the responsive records - the email I'm referring to is one of several contained in Nicole Burnard's most recent OML complaint, which also references a "record request." The specific email is a November 29, 2025 message between Chair Jones and Elizabeth Valerio (cc'd for transparency and because I do not wish to receive any records that are protected by attorney-client privilege).

I would appreciate a copy of the initial request(s), any correspondence regarding the request(s), and a copy of the response(s) to the request(s).

In the event direct access was provided to the IT staff for someone to access Chair Jones' emails and documents (as then-Chair Burnard said was the case during an open session last year)

Sudbury Weekly would appreciate a statement from the district on what transpired separate from this record request process."

Pursuant to M.G.L. c. 66, this serves as the District's response to your request. The District possesses documents responsive to your request.

Attached please find the responsive documents. Please be advised the documents have been redacted pursuant to exemption (o).

- *Exemption (o)*
 - The requested documents contain information and other materials relating to the home address, personal email address, or home telephone number of government employees.

You have the right to appeal this determination to the Supervisor of Public Records within ninety (90) days pursuant to M.G.L. c. 66 § 10A(a) and 950 CMR 32.08(1). Additionally, you have the right to seek judicial review of an unfavorable decision by commencing a civil action in Superior Court pursuant to M.G.L. c. 66 § 10A(c).

Sincerely,

A handwritten signature in blue ink, appearing to read "Donald R. Sawyer", with a stylized flourish at the end.

Donald R. Sawyer
Director of Business & Human Resources / Records Access Officer

cc: Brad J. Crozier, Superintendent

attachments: 1 Page

Subject:

Public Records Request

On Wed, Feb 4, 2026 at 9:23 AM Nicole Burnard
<nicole_burnard@sudbury.k12.ma.us> wrote:

Good morning Don,

The following is a public records request, please let me know if you have any questions or if you require clarification:

Emails from 10/01/2025 - present between the following:

Jessica McCready **and/or** Andy Sheehan **and/or** Victor Garofalo
Betsy Sues **and/or** Andy Sheehan **and/or** Victor Garofalo
Julie Durgin-Sicree **and/or** Andy Sheehan **and/or** Victor Garofalo
Karyn Jones **and/or** Jessica McCready **and/or** Ann Marie Noonan (VDH lawyer) **and/or** Elizabeth Valerio (VDH lawyer)

Emails from July 1st to present between the following:

Karyn Jones **and/or** Andy Sheehan **and/or** Victor Garofalo
Karyn Jones and Lisa Kouchakdjian

Calendar meetings from 10/1/2025 - present for the following:

Jessica McCready **and/or** Andy Sheehan **and/or** Victor Garofalo
Betsy Sues **and/or** Andy Sheehan **and/or** Victor Garofalo
Julie Durgin-Sicree **and/or** Andy Sheehan **and/or** Victor Garofalo
Karyn Jones **and/or** Jessica McCready **and/or** Ann Marie Noonan (VDH lawyer) **and/or** Elizabeth Valerio (VDH lawyer)

All attorney bills from 10/1/2025 to present:

outlining **cost and reason** for the discussion/consultation

Emails or documents from 10/1/25 to present sent from Karyn Jones SPS email account to [REDACTED]

Thank you,

Nicole Burnard
Sudbury School Committee

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Subject: Attorney emails

From: Sudbury Weekly <sudburyweekly@gmail.com>

Date: 3/5/26, 23:16

To: Nicole Burnard <nicole_burnard@sudbury.k12.ma.us>

CC: elizabeth.valerio@vdbhoston.com

Hi Nicole,

I'm working on a possible story about your latest OML complaint.

Can you explain how you got copies of the emails between Chair Jones and the district's legal counsel for your OML complaint?

Your complaint references that you got the materials from a record request. Who did you submit a request to, and who responded to your request? Would you be able to share a copy of the request and the response you received?

If you would like to provide a short statement on the matter, I would be happy to include it in the story.

I'm cc'ing SPS counsel here for transparency. I **do not** wish to receive copies of any materials that are protected by attorney-client privilege.

Thanks,
Kevin

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Kevin LaHaise
SudburyWeekly@gmail.com
413.244.8994

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www.SudburyWeekly.com

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Subject: Re: OML Complaint
From: Sudbury Weekly <sudburyweekly@gmail.com>
Date: 3/5/26, 16:07
To: Karyn Jones <karyn_jones@sudbury.k12.ma.us>

Thanks Karyn.

If the response is a public record, I would appreciate a copy of it when available.

If you prefer that I submit a formal record request through the RAO, just let me know.

Cheers,
Kevin

On Wed, Mar 4, 2026 at 4:51 PM Karyn Jones <karyn_jones@sudbury.k12.ma.us> wrote:

Hi Kevin,

Attached is the Open Meeting Law complaint filed by Nicole Burnard in her individual capacity, not as a member of the Sudbury School Committee. We expect to receive a response from counsel later this week.

Regards,
Karyn

----- Forwarded message -----

From: **Klein, Beth** <KleinB@sudbury.ma.us>
Date: Thu, Feb 26, 2026 at 8:48 AM
Subject: RE: OML Complaint
To: Karyn Jones <karyn_jones@sudbury.k12.ma.us>, Crozier, Brad
<brad_crozier@sudbury.k12.ma.us>, Town Clerk <clerk@sudbury.ma.us>, Sheehan, Andy
<SheehanA@sudbury.ma.us>

Karyn,

Please see the attached Open Meeting complaint filed with the Town Clerk's office on February 25, 2026.

Sincerely,

Beth R. Klein

Beth R. Klein, CMC,CMMC

Town Clerk

Town Hall

322 Concord Road

Sudbury, MA 01776

978-639-3351

[*clerk@sudbury.ma.us*](mailto:clerk@sudbury.ma.us)

Office Hours:

M-W-TH 8:30am-4:30pm

T-8:30am-6:00pm

F-8:30am-12:00 Noon

Closed Fridays July through August

Meeting Agenda's must be filed by Thursday at 4pm for a Monday Meeting

Online Dog Registration:

TRACK MY BALLOT

-

FEDERAL POST CARD APPLICATION: [*https://www.fvap.gov/uploads/FVAP/Forms/fpca.pdf*](https://www.fvap.gov/uploads/FVAP/Forms/fpca.pdf)

VOTE BY MAIL

From: Karyn Jones <karyn_jones@sudbury.k12.ma.us>

Sent: Wednesday, February 25, 2026 9:34 PM

To: Crozier, Brad <brad_crozier@sudbury.k12.ma.us>; Town Clerk <clerk@sudbury.ma.us>; Klein, Beth <KleinB@sudbury.ma.us>; Sheehan, Andy <SheehanA@sudbury.ma.us>

Subject: Fwd: OML Complaint

Hi Everyone,

I'm not sure who gets these. Nicole didn't attach the OML complaint. Can someone please send it to me to send to the full SC? You also can just forward directly to the entire SC as well.

Karyn Jones

Chair, Sudbury School Committee

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----- Forwarded message -----

From: **Nicole Chapelle Burnard** <nchapelle@hotmail.com>

Date: Wed, Feb 25, 2026 at 9:28 PM

Subject: Fwd: OML Complaint

To: karyn_jones@sudbury.k12.ma.us <karyn_jones@sudbury.k12.ma.us>

Please see below as notice of a filed OML complaint.

Thank you,

Nicole

Sent from my iPhone

Begin forwarded message:

From: "Davis, Lisa" <DavisL@sudbury.ma.us>

Date: February 25, 2026 at 2:42:56 PM EST

To: Nicole Chapelle Burnard <nchapelle@hotmail.com>, Town Clerk
<clerk@sudbury.ma.us>

Subject: RE: OML Complaint

Received and filed in our office.

Lisa Davis

Assistant Town Clerk

Sudbury Town Clerk's Office

[322 Concord Road](#)

[Sudbury, MA 01776](#)

davisl@sudbury.ma.us

978-639-3356

Office hours:

Monday – 8:30 a.m. – 4:30 p.m.

Tuesday – 8:30 a.m. – 6:00 p.m.

Wednesday – 8:30 a.m. – 4:30 p.m.

Thursday – 8:30 a.m. – 4:30 p.m.

Friday – 8:30 a.m. – 12:00 p.m.

From: Nicole Chapelle Burnard <nchapelle@hotmail.com>

Sent: Wednesday, February 25, 2026 12:41 PM

To: Town Clerk <clerk@sudbury.ma.us>

Subject: OML Complaint

Hello,

Attached please find an Open Meeting Law complaint I wish to file against Karyn Jones, Chair of the Sudbury School Committee.

Please confirm receipt at your earliest convenience.

Thank you for your time,

Nicole

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Re: OML Complaint

considered a public record. All email correspondence is subject to the requirements of M.G.L. Chapter 66. This email may contain confidential and privileged material for the sole use of the intended recipient. Any review or distribution by others is strictly prohibited. If you are not the intended recipient please contact the sender and delete all copies.

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Karyn Jones
Chair, Sudbury School Committee

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Kevin LaHaise
SudburyWeekly@gmail.com
413.244.8994

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Subject: Fwd: Statement from VDH?
From: Sudbury Weekly <sudburyweekly@gmail.com>
Date: 3/6/26, 09:58
To: Karyn Jones <Karyn_jones@sudbury.k12.ma.us>
CC: elizabeth.valerio@vdbhoston.com

Hi Karyn,

Full transparency - I wrote SPS counsel for a statement (below and cc'd for transparency), but realized you might have to be the spokesperson for the district.

Can you provide a comment on:

- If the emails in Nicole Burnard's recent OML complaint were covered by attorney-client privilege
- If so, were they released via the public record request process? And...
- Is the district taking any action given that privileged materials were released?

Insofar as the OML complaint makes claims about private meetings and executive session, I imagine you cannot confirm the accuracy of the claims. But if you can, I'd appreciate any comment you can provide on that.

Thanks,
Kevin

----- Forwarded message -----

From: **Sudbury Weekly** <sudburyweekly@gmail.com>
Date: Thu, Mar 5, 2026 at 11:00 PM
Subject: Statement from VDH?
To: <elizabeth.valerio@vdbhoston.com>

Hi Elizabeth,

I'm the editor of Sudbury Weekly. Would someone from VDH be able to provide a comment for the record on the emails between Karyn Jones and VDH that were published in Nicole Burnard's OML complaint?

I'd like to understand:

- 1) If these emails were protected by attorney client privilege
- 2) If they were protected, if VDH is taking any action on the matter

Kevin

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Kevin LaHaise

SudburyWeekly@gmail.com

413.244.8994

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Kevin LaHaise

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Subject: Re: Attorney emails

From: Sudbury Weekly <sudburyweekly@gmail.com>

Date: 3/6/26, 17:35

To: Nicole Burnard <nicole_burnard@sudbury.k12.ma.us>

CC: elizabeth.valerio@vdbhoston.com

Thanks, Nicole.

I want to make sure I understand your intent in your response.

It sounds like you want the following included in the story:

"As is the process for all record requests, I sent an email to the Records Access Officer. If you would like a copy of my initial request and the information provided, please also follow the proper channels and contact the SPS Records Access Officer."

It's unclear to me if you want anything after "I have nothing further to add beyond the information in my OML complaint." included in the story.

Can you clarify?

Thanks,
Kevin

On Fri, Mar 6, 2026 at 5:22 PM Nicole Burnard <nicole_burnard@sudbury.k12.ma.us> wrote:
Hi Kevin and Liz,

I hope this finds you both well. As is the process for all record requests, I sent an email to the Records Access Officer. If you would like a copy of my initial request and the information provided, please also follow the proper channels and contact the SPS Records Access Officer.

I appreciate the opportunity to make a statement. I have nothing further to add beyond the information in my OML complaint. As far as materials protected under the attorney-client privilege, the School Committee did not vote to authorize the Chair to engage legal counsel regarding matters related to the Superintendent's contract. Legal counsel represents the full school committee as a public body. As such, authorization to engage legal counsel in contract discussions should have come from a majority vote of the school committee taken in either open or executive session. No such authorization occurred; the Chair initiated discussions with counsel independently.

Thank you,

Nicole Burnard

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On Thu, Mar 5, 2026 at 11:16 PM Sudbury Weekly <sudburyweekly@gmail.com> wrote:

Hi Nicole,

I'm working on a possible story about your latest OML complaint.

Can you explain how you got copies of the emails between Chair Jones and the district's legal counsel for your OML complaint?

Your complaint references that you got the materials from a record request. Who did you submit a request to, and who responded to your request? Would you be able to share a copy of the request and the response you received?

If you would like to provide a short statement on the matter, I would be happy to include it in the story.

I'm cc'ing SPS counsel here for transparency. I **do not** wish to receive copies of any materials that are protected by attorney-client privilege.

Thanks,
Kevin

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Kevin LaHaise
SudburyWeekly@gmail.com
413.244.8994

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Re: Attorney emails

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413.244.8994

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Subject: Re: Attorney emails

From: Sudbury Weekly <sudburyweekly@gmail.com>

Date: 3/7/26, 00:17

To: Nicole Burnard <nicole_burnard@sudbury.k12.ma.us>

CC: elizabeth.valerio@vdbhoston.com

Hi Nicole,

I added the portion of your response that seemed to be a clear response on the record. I also made it clear that you had shared additional commentary but I was awaiting clarification.

If you let me know that you want the rest to be used as your on-the-record response, I'll promptly honor that and update the story. Just let me know at your convenience.

Thanks,
Kevin

On Fri, Mar 6, 2026 at 5:35 PM Sudbury Weekly <sudburyweekly@gmail.com> wrote:

Thanks, Nicole.

I want to make sure I understand your intent in your response.

It sounds like you want the following included in the story:

"As is the process for all record requests, I sent an email to the Records Access Officer. If you would like a copy of my initial request and the information provided, please also follow the proper channels and contact the SPS Records Access Officer."

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Can you clarify?

Thanks,
Kevin

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I appreciate the opportunity to make a statement. I have nothing further to add beyond the information in my OML complaint. As far as materials protected under the attorney-client privilege, the School Committee did not vote to authorize the Chair to engage legal counsel regarding matters related to the Superintendent's contract. Legal counsel represents the full school committee as a public body. As such, authorization to engage legal counsel in contract discussions should have come from a majority vote of the school committee taken in either open or executive session. No such authorization occurred; the Chair initiated discussions with counsel independently.

Thank you,

Nicole Burnard
Sudbury School Committee

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Hi Nicole,

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Can you explain how you got copies of the emails between Chair Jones and the district's legal counsel for your OML complaint?

Your complaint references that you got the materials from a record request. Who did you submit a request to, and who responded to your request? Would you be able to share a copy of the request and the response you received?

If you would like to provide a short statement on the matter, I would be happy to include it in the story.

I'm cc'ing SPS counsel here for transparency. I **do not** wish to receive copies of any materials that are protected by attorney-client privilege.

Thanks,
Kevin

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Kevin LaHaise

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413.244.8994

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Subject: [school_committee] Re: Attorney emails

From: Sudbury Weekly <sudburyweekly@gmail.com>

Date: 3/8/26, 20:01

To: Nicole Burnard <nicole_burnard@sudbury.k12.ma.us>

CC: elizabeth.valerio@vdbhoston.com, school-committee@sudbury.k12.ma.us

Hi Nicole,

Thank you for your response. I updated the story once again to add "I have nothing further to add beyond the information in my OML complaint." as you requested.

Please note that your comments on social media are incorrect and disproven by this very email thread and the article itself. You stated "Contrary to what was reported in the article, I did respond to Sudbury Weekly's request for comment. That can be verified through a public records request."

The original story, which ran before you responded, called out that you hadn't responded. The article was promptly updated once you did respond, with a good faith effort to ensure Sudbury Weekly was publishing the statement in the manner you intended.

It would be irresponsible to remove the original line that said you hadn't responded, which is why the "Update" is added in bold font with a date to make sure that readers understand that something changed after publishing the story.

I would also like to remind you that you shared public records with Sudbury Weekly when you were the chair of the committee, including multiple attachments in a February 11, 2025 email. When you suggest that the formal record request process is the only appropriate method for media to request public records, your own actions defy your assertion.

In past experiences the RAO has been an unreliable or difficult resource for accessing public records. In one case he did not even respond until long after the record request deadline had passed, and I had to include the Town Clerk and Town Manager on the thread to get a response. Screenshot of that email exchange below.

In an August 30, 2024 response to a record request, I received the following response from the RAO "This is not in my realm and have no information on your question..."

Again - public records are public records and nobody is required to use the formal process. But in the context of how SPS regularly bungles the record request process, it certainly makes sense that people would utilize other methods for requesting public records, and I appreciated your prompt sharing of public records upon request last year.

Kevin



Don Sawyer <donald_sawyer@sudbury.k12.ma.us>
to me, Andy, Beth ▾

Wed, Apr 9, 2025, 9:04 AM



Hi, Kevin...

I apologize as I did not see this...

For the records that exist, they are readily available so I will get copies to you by this afternoon...

Thanks...Don

On Tue, Apr 8, 2025 at 10:58 PM Sudbury Weekly <sudburyweekly@gmail.com> wrote:

Hi all,

I have not received a response to this record request as required by law.

This is in addition to a prior email record request to Mr. Sawyer, the RAO for SPS. Mr. Sawyer did not respond to even confirm receipt of the request.

I'm happy to go through the State process to remedy this matter. But I'd prefer to provide everyone the opportunity to resolve it locally.

Can someone please let me know if the Town/SPS intend to respond as required by law?

Best,
Kevin

On Sun, Mar 8, 2026 at 7:19 PM Nicole Burnard <nicole_burnard@sudbury.k12.ma.us> wrote:

Hi Kevin,

Sorry for the delay, I often disconnect from checking email over the weekend.

What you've outlined works:

It sounds like you want the following included in the story:

"As is the process for all record requests, I sent an email to the Records Access Officer. If you would like a copy of my initial request and the information provided, please also follow the proper channels and contact the SPS Records Access Officer."

"I have nothing further to add beyond the information in my OML complaint."

Please let me know if you have additional questions.

Thank you,

Nicole Burnard
Sudbury School Committee

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Kevin

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It's unclear to me if you want anything after "I have nothing further to add beyond the information in my OML complaint." included in the story.

Can you clarify?

Thanks,
Kevin

On Fri, Mar 6, 2026 at 5:22 PM Nicole Burnard <nicole_burnard@sudbury.k12.ma.us> wrote:

Hi Kevin and Liz,

I hope this finds you both well. As is the process for all record requests, I sent an email to the Records Access Officer. If you would like a copy of my initial request and the information provided, please also follow the proper channels and contact the SPS Records Access Officer.

I appreciate the opportunity to make a statement. I have nothing further to add beyond the information in my OML complaint. As far as materials protected under the attorney-client privilege, the School Committee did not vote to authorize the Chair to engage legal counsel regarding matters related to the Superintendent's contract. Legal counsel represents the full school committee as a public body. As such, authorization to engage legal counsel in contract discussions should have come from a majority vote of the school committee taken in either open or executive session. No such authorization occurred; the Chair initiated

discussions with counsel independently.

Thank you,

Nicole Burnard
Sudbury School Committee

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On Thu, Mar 5, 2026 at 11:16 PM Sudbury Weekly <sudburyweekly@gmail.com> wrote:
Hi Nicole,

I'm working on a possible story about your latest OML complaint.

Can you explain how you got copies of the emails between Chair Jones and the district's legal counsel for your OML complaint?

Your complaint references that you got the materials from a record request. Who did you submit a request to, and who responded to your request? Would you be able to share a copy of the request and the response you received?

If you would like to provide a short statement on the matter, I would be happy to include it in the story.

I'm cc'ing SPS counsel here for transparency. I **do not** wish to receive copies of any materials that are protected by attorney-client privilege.

Thanks,
Kevin

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Kevin LaHaise
SudburyWeekly@gmail.com
413.244.8994

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Kevin LaHaise

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Re: [school_committee] Sudbury School Committee and Sudbury School Nurses' Association Ratify Collective Bargain...

Subject: Re: [school_committee] Sudbury School Committee and Sudbury School Nurses' Association Ratify Collective Bargaining Agreement
From: Sudbury Weekly <sudburyweekly@gmail.com>
Date: 3/18/26, 17:44
To: Karyn Jones <karyn_jones@sudbury.k12.ma.us>

Thanks Karyn. I was able to run a story quickly thanks to this alert.

Best,
Kevin

On Wed, Mar 18, 2026 at 4:56 PM Karyn Jones <karyn_jones@sudbury.k12.ma.us> wrote:
Hi Kevin,

Julie is on vacation so I wanted to share this with you.

Karyn Jones
Chair, Sudbury School Committee

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----- Forwarded message -----

From: **Sudbury Public Schools** <sps_mailer@sudbury.k12.ma.us>
Date: Wed, Mar 18, 2026 at 4:36 PM
Subject: [school_committee] Sudbury School Committee and Sudbury School Nurses' Association Ratify Collective Bargaining Agreement
To: <school-committee@sudbury.k12.ma.us>

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

Dear Sudbury Community,

We are writing to share that the Sudbury School Committee and the Sudbury School Nurses' Association have reached and ratified a new three-year collective bargaining agreement.

This agreement reflects a thoughtful and collaborative process and represents meaningful progress in recognizing the essential role our school nurses play in supporting the health, safety, and well-being of our students each day. It also reflects our shared commitment to ensuring that our nurses feel seen, valued, and supported in their work.

We are grateful to the members of the Nurses' Association, the School Committee's Negotiations / Labor Relations Subcommittee, district administration, and the Town Manager's Office for their partnership and professionalism throughout this process.

[You can read the full press release here](#)

Thank you for your continued support of Sudbury Public Schools.

Warmly,
Karyn Jones
Chair, Sudbury School Committee

Brad Crozier
Superintendent, Sudbury Public Schools

Sudbury Public Schools

[40 Fairbank Road; Sudbury, MA 01776](#)

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Re: [school_committee] Sudbury School Committee and Sudbury School Nurses' Association Ratify Collective Bargain...

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