

Sudbury School Committee Executive Session Minutes

Date: February 5, 2026

Time: 9:30am

Location: Remote Meeting

Members Present:

Jessica McCready (Vice Chair)

Nicole Burnard

Julie Durgin-Sicree

Betsy Sues

Members Absent:

Karyn Jones (Chair)

1. Vote to Enter Executive Session from Open Session

The Sudbury School Committee meeting held on February 5, 2026 was called to order by McCready at 9:30am for Open Session.

A motion was made by Jones at 7PM and seconded by McCready to enter Executive Session, pursuant to M.G.L. c. 30A, §21(a), and return to Open Session:

1. Purpose (2) to discuss strategy with respect to negotiations with nonunion personnel (specifically the Superintendent).

Roll Call Vote:

Nicole Burnard - Aye

Betsy Sues - Aye

Julie Durgin-Sicree - Aye

Jessica McCready – Aye

Motion passed 4-0.

McCready confirmed that the Sudbury School Committee will be moving to Executive Session and returning to open session for the following purposes, pursuant to M.G.L. c. 30A, §21(a):

1. Purpose (2) to discuss strategy with respect to negotiations with nonunion personnel (specifically the Superintendent).

2. Executive Session Discussion

Members Present:

Jessica McCready (Vice Chair)

Nicole Burnard

Julie Durgin-Sicree

Betsy Sues

Also Present:

Ann Marie Noonan

The Committee entered Executive Session at 9:32 am. McCready confirmed that all individuals participating in the meeting were in a private location where the discussion could not be overheard, and all participants affirmed.

a. Purpose (2)

Noonan asked whether the Committee was comfortable with her attendance at the meeting. After the Committee indicated agreement, she provided an update regarding a recent meeting she and the Chair had with the Superintendent. Noonan explained that they informed the Superintendent that the School Committee intended to [REDACTED] 2 [REDACTED]

[REDACTED] 2 [REDACTED]
[REDACTED] 2 [REDACTED]. She noted that the Superintendent was advised of his right to [REDACTED] 2 [REDACTED]
[REDACTED] 2 [REDACTED]. Noonan stated that the Committee provided this notice as a courtesy so that the Superintendent would not be surprised by [REDACTED] 2 [REDACTED].

Noonan further explained that the Superintendent was informed that if he preferred to discuss [REDACTED] [REDACTED] 2 [REDACTED], he or his attorney could contact her prior to [REDACTED] 2 [REDACTED]. She reported that several days later the Superintendent's attorney contacted her with a proposal regarding the Superintendent's contract, which included [REDACTED] 3 [REDACTED]

Noonan explained that the Committee was therefore meeting under this purpose to discuss the contract proposal and determine how the Committee wished to proceed.

Committee members asked questions regarding the proposed terms.

Jones entered the meeting at 10:09 a.m.

Following discussion, McCready moved to authorize the Chair, Karyn Jones, to work with legal counsel on negotiations regarding the Superintendent's contract. Sues seconded the motion.

Roll Call Vote:

Julie Durgin-Sicree - Aye
Betsy Sues - Aye
Nicole Burnard - Nay
Jessica McCready – Aye
Karyn Jones – Aye

Motion passed 4-1.

McCready then motioned to allow for Counsel and the Chair to [REDACTED] 3
[REDACTED] 3. Sues
seconded the motion.

Roll Call Vote:

Julie Durgin-Sicree - Aye
Betsy Sues - Aye
Nicole Burnard - Nay
Jessica McCready – Aye
Karyn Jones – Aye

Motion passed 4-1.

2. Adjournment

A motion to adjourn was made by McCready at 10:38am and seconded by Sues.

Roll Call Vote:

Betsy Sues - Aye
Nicole Burnard - Aye
Jessica McCready – Aye
Julie Durgin-Sicree - Aye
Karyn Jones – Aye

Motion passed 5-0.

The executive session adjourned at 10:38am.

Minutes respectfully submitted by Karyn Jones.

Sudbury School Committee Executive Session Minutes

Date: February 9, 2026

Time: 7:00PM

Location: Remote Meeting

Members Present:

Karyn Jones (Chair)

Jessica McCready (Vice Chair)

Nicole Burnard

Julie Durgin-Sicree

Betsy Sues

1. Vote to Enter Executive Session from Open Session

The Sudbury School Committee meeting held on February 9, 2026 was called to order by Jones at 7PM for Open Session.

A motion was made by Jones at 7PM and seconded by McCready to enter Executive Session, pursuant to M.G.L. c. 30A, §21(a), and return to Open Session:

1. Purpose (3) to discuss strategy with respect to and in preparation for collective bargaining with the Sudbury Nurses Association;
2. Purpose (2) to discuss strategy with respect to negotiations with nonunion personnel (specifically the Superintendent).

Roll Call Vote:

Nicole Burnard - Aye

Betsy Sues - Aye

Julie Durgin-Sicree - Aye

Jessica McCready – Aye

Karyn Jones - Aye

Motion passed 5-0.

McCready confirmed that the Sudbury School Committee will be moving to Executive Session and returning to open session for the following purposes, pursuant to M.G.L. c. 30A, §21(a):

1. Purpose (3) to discuss strategy with respect to and in preparation for collective bargaining with the Sudbury Nurses Association;
2. Purpose (2) to discuss strategy with respect to negotiations with nonunion personnel (specifically the Superintendent).

2. Executive Session Discussion

Members Present:

Karyn Jones (Chair)

Jessica McCready (Vice Chair)

Nicole Burnard

Julie Durgin-Sicree

Betsy Sues

Also Present:

Ann Marie Noonan

The Committee entered Executive Session at 7:02 pm. Jones confirmed that all individuals participating in the meeting were in a private location where the discussion could not be overheard, and all participants affirmed.

a. Purpose (2)

Noonan provided an update regarding negotiations related to the Superintendent's contract. She reported that [REDACTED]

3

Noonan noted [REDACTED]

1

The Committee discussed whether it wished to consider [REDACTED]

3

3

[REDACTED] Following discussion, the Committee indicated it was [REDACTED]

3

[REDACTED] Members noted that [REDACTED]

3

3

3

The Committee stated it would be [REDACTED]

3

3

Burnard indicated she wanted to do [REDACTED]. Noonan reviewed what was discussed at a prior meeting regarding the options and next steps which included [REDACTED]

2

2. The was a majority consensus to 2.

McCready moved to authorize Noonan and the Chair to 3.
3.
3.
3. Sues seconded the motion.

Roll Call Vote:

Julie Durgin-Sicree - Aye
Betsy Sues - Aye
Nicole Burnard - Nay
Jessica McCready – Aye
Karyn Jones – Aye

Motion passed 4-1.

Noonan left the meeting at 7:28pm.

Eric McKenna, Brad Crozier, and Donald Sawyer entered the meeting at 7:29pm.

B. Purpose (3)

McCready provided an update to the Committee regarding negotiations with the nurses' bargaining unit. She reported that the nurses had submitted a revised salary grid proposal seeking parity. McKenna advised 1.

The Committee also discussed 1.

Following discussion, McCready moved to authorize the Negotiations Subcommittee to 3. Sues seconded the motion.

Roll Call Vote:

Betsy Sues - Aye
Nicole Burnard - Aye

Jessica McCready – Aye
Julie Durgin-Sicree - Aye
Karyn Jones – Aye

Motion passed 5-0.

3. Adjournment

A motion to adjourn was made by McCready at 7:44pm and seconded by Sues.

Roll Call Vote:

Betsy Sues - Aye
Nicole Burnard - Aye
Jessica McCready – Aye
Julie Durgin-Sicree - Aye
Karyn Jones – Aye

Motion passed 5-0.

The executive session adjourned at 7:45 PM.

Minutes respectfully submitted by Karyn Jones.

Sudbury School Committee Executive Session Minutes

Date: March 2, 2026

Time: 8:00am

Location: Remote Meeting

Members Present:

Karyn Jones (Chair)

Nicole Burnard

Betsy Sues

Members Absent:

Julie Durgin-Sicree

Jessica McCready (Vice Chair)

1. Vote to Enter Executive Session from Open Session

The Sudbury School Committee meeting held on March 2, 2026 was called to order by Jones at 8am for Open Session.

A motion was made by Jones at 8:00am and seconded by Sues to enter Executive Session, pursuant to M.G.L. c. 30A, §21(a), and return to Open Session:

1. Purpose (1) to discuss complaints brought against a public officer, employee, or staff member or individual (OML Complaint - N. Burnard, 2/25/2026)
2. Purpose (2) to discuss strategy with respect to negotiations with nonunion personnel (specifically the Superintendent)

Roll Call Vote:

Nicole Burnard - Aye

Betsy Sues - Aye

Karyn Jones - Aye

Motion passed 3-0.

Jones confirmed that the Sudbury School Committee will be moving to Executive Session and returning to open session for the following purposes, pursuant to M.G.L. c. 30A, §21(a):

1. Purpose (1) to discuss complaints brought against a public officer, employee, or staff member or individual (OML Complaint - N. Burnard, 2/25/2026)
2. Purpose (2) to discuss strategy with respect to negotiations with nonunion personnel (specifically the Superintendent)

2. Executive Session Discussion

Members Present:

Karyn Jones (Chair)
Jessica McCready (Vice Chair)
Nicole Burnard
Julie Durgin-Sicree
Betsy Sues

Also Present:

Ann Marie Noonan

The Committee entered Executive Session at 8:05 am. Jones confirmed that all individuals participating in the meeting were in a private location where the discussion could not be overheard, and all participants affirmed.

a. Purpose (1)

McCready moved to delegate to counsel the responsibility of working with the School Committee Chair in response to the allegations contained in the Open Meeting Law Complaint filed by Nicole Burnard on February 25, 2026.

Roll Call Vote:

Julie Durgin-Sicree - Aye
Betsy Sues - Aye
Nicole Burnard - Aye
Jessica McCready – Aye
Karyn Jones – Aye

Motion passed 5-0.

B. Purpose (2)

Jones reported that the Superintendent had proposed [REDACTED] 3 [REDACTED]
[REDACTED] 3 [REDACTED] Jones outlined the
Committee's options, including a [REDACTED] 3 [REDACTED]
[REDACTED] 3 [REDACTED]. Jones noted that the Superintendent's attorney had indicated
[REDACTED] 3 [REDACTED]

Noonan provided background on the negotiations, as Burnard had asked for [REDACTED] 2 [REDACTED]
[REDACTED] 2 [REDACTED]. She explained that she and Jones had previously met with the
Superintendent to inform him that the Committee intended to [REDACTED] 2 [REDACTED]
[REDACTED] 2 [REDACTED]. The Superintendent was advised of his right to [REDACTED] 2 [REDACTED]

2

Following that meeting, the Superintendent indicated that his attorney would contact Noonan. The attorney subsequently provided a 3

3

3

The Committee then met under Purpose 2 to discuss negotiations.

The Committee discussed whether to 3

3

McCready moved to authorize Noonan and Jones, Chair, to 3

3

3

Sues seconded the motion.

Roll Call Vote:

Betsy Sues - Aye

Nicole Burnard - Nay

Jessica McCready – Aye

Julie Durgin-Sicree - Aye

Karyn Jones – Aye

Motion passed 4-1.

3. Adjournment

A motion to adjourn was made by McCready at 8:44am and seconded by Sues.

Roll Call Vote:

Betsy Sues - Aye

Nicole Burnard - Aye

Jessica McCready – Aye

Julie Durgin-Sicree - Aye

Karyn Jones – Aye

Motion passed 5-0.

The executive session adjourned at 8:45 AM.

Minutes respectfully submitted by Karyn Jones.

Sudbury School Committee Executive Session Minutes

Date: Friday, March 13, 2026

Time: 8:15am

Location: Remote Meeting

Members Present:

Karyn Jones (Chair)

Jessica McCready (Vice Chair)

Nicole Burnard

Julie Durgin-Sicree

Betsy Sues

1. Vote to Enter Executive Session from Open Session

The Sudbury School Committee meeting held on March 13, 2026 was called to order by Jones at 8:15am for Open Session.

A motion was made by Jones at 8:15am and seconded by Sues to enter Executive Session, pursuant to M.G.L. c. 30A, §21(a), and return to Open Session:

1. Purpose (2) to discuss strategy with respect to negotiations with nonunion personnel (specifically the Superintendent).

Roll Call Vote:

Nicole Burnard - Aye

Betsy Sues - Aye

Julie Durgin-Sicree - Aye

Jessica McCready – Aye

Karyn Jones - Aye

Motion passed 5-0.

McCready confirmed that the Sudbury School Committee will be moving to Executive Session and returning to open session for the following purposes, pursuant to M.G.L. c. 30A, §21(a):

- Purpose (2) to discuss strategy with respect to negotiations with nonunion personnel (specifically the Superintendent).

2. Executive Session Discussion

Members Present:

Karyn Jones (Chair)
Jessica McCready (Vice Chair)
Nicole Burnard
Julie Durgin-Sicree
Betsy Sues

Also Present:

Ann Marie Noonan

The Committee entered Executive Session at 8:17am. Jones confirmed that all individuals participating in the meeting were in a private location where the discussion could not be overheard, and all participants affirmed.

a. Purpose (2)

Jones provided an update to the Committee regarding negotiations related to the Superintendent's contract. She reported that [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
3 [REDACTED]
[REDACTED]
[REDACTED]

Noonan referenced [REDACTED]

[REDACTED]
3 [REDACTED]
[REDACTED]

Committee members discussed perceptions of community feedback regarding the matter. Members noted that some individuals had expressed concern, while others appeared to be seeking clarification regarding the posting of Purpose 2, which they acknowledged could be understandable given the Superintendent's tenure.

Following discussion, the Committee reached consensus on a [REDACTED] 3 [REDACTED]. McCready moved to [REDACTED]

3 [REDACTED]
[REDACTED]
[REDACTED]. Sues seconded the motion.

Roll Call Vote:

Julie Durgin-Sicree - Aye
Betsy Sues - Aye

Nicole Burnard - Nay
Jessica McCready – Aye
Karyn Jones – Aye

Motion passed 4-1.

3. Adjournment

A motion to adjourn was made by McCready at 8:43am and seconded by Sues.

Roll Call Vote:

Betsy Sues - Aye
Nicole Burnard - Aye
Jessica McCready – Aye
Julie Durgin-Sicree - Aye
Karyn Jones – Aye

Motion passed 5-0.

The executive session adjourned at 8:44 AM.

Minutes respectfully submitted by Karyn Jones.