SUDBURY SPECIAL TOWN MEETING

No-Confidence Warrant Article

A Statement on Governance, Accountability, and Community Trust

Presented by Jillian Kelton, M.Ed

THE GOVERNING STANDARD

“Legal” is the floor, not the ceiling.

The question is never only whether something was permissible.
The question is whether it reflected the judgment, transparency, and foresight that the public has a right to expect from elected officials.

WHAT THIS COMMITTEE ASKS

"Is it legal?"
"Does policy permit it?"
"Is it within our authority?"

WHAT GOOD GOVERNANCE REQUIRES

"Is it wise?"
"How will it be experienced?"
"Does it build or erode trust?"

PILLAR ONE | PROCUREMENT CONDUCT | M.G.L. c. 268A

The Chair's Conduct

- During the active SED RFP process, Chair Jones privately coached community members on public comment talking points
- Simultaneously claimed neutrality as a decision-maker and cited procurement law in her own communications
- School Committee subsequently issued a cease and desist to Sudbury Extended Day

A Second Committee Member

- RFP submission criteria voted on and approved: January 20th - Procurement process officially begins
- A sitting School Committee member met with a vendor via Zoom: January 23rd — 3 days later
- That meeting is documented in writing
- This is not an isolated lapse — it is a committee-wide procurement problem

Committee Colleagues Agree

- Two sitting SC members personally reviewed the communications between me and the Chair
- Both characterized the conduct as inappropriate
- Both stated it was not behavior befitting the Chair of this committee

Documentation exists. M.G.L. c. 268A confidentiality provisions apply.

PILLAR TWO | OPEN MEETING LAW VIOLATION | 2025 AGO FINDING

1	2025	**AGO OML Violation Finding**	School Committee found to have violated Massachusetts Open Meeting Law. Not in dispute.
2	Full Committee Vote	**Unanimous Acceptance of Remedy**	All members — including Chair Jones — voted to accept attorney's recommended response and comply with prescribed remedy, including mandatory OML training.
3	Training Scheduled	**Former Chair Nicole Burnard Arranges Training**	Training coordinated and scheduled before Chair transition.
4	Jones Becomes Chair	**Training Canceled**	Chair Jones canceled the OML training upon taking the Chair role. It has never been rescheduled.
5	Oct 2025 – Present	**4 Additional AGO Complaints Pending**	Four complaints related to subsequent OML concerns have been filed and remain pending.

PILLAR THREE | SUPERINTENDENT TRANSITION TIMELINE

Mar 30	Chair Jones reaches out to schedule meeting with Asst. Supt. Doyle	**No committee vote. No authorization.**
Mar 31	Meeting confirmed for April 10 at 9:30am	
Apr 9	Supt. Crozier signs Part 1 of separation agreement	**7-day revocation period begins. Agreement NOT yet final.**
Apr 10	Chair Jones & Vice Chair McCready meet with Asst. Supt. Doyle at Central Office to discuss the position	**Superintendent still had legal right to revoke agreement.**
Apr 13	Public first informed Supt. Crozier will depart June 30, 2026	**3 years remaining on contract. Public notified AFTER succession discussions.**
Apr 16	Chair and Vice Chair publicly confirm the April 10th meeting occurred	**4 of 5 members arrived with aligned prepared statements.**

THE JUDGMENT GAP | "JUST BECAUSE YOU CAN DOESN'T MEAN YOU SHOULD"

The Interim Superintendent Conversation

Two members met privately with the Asst. Superintendent to gauge interest in the interim role — without informing or discussing with the full committee. Disclosed through public questioning at SC meeting. Technically legal. Fundamentally lacking in transparency.

Legal. Not Wise.

The LGBTQ+ PAC Formation

An identity-specific advisory structure was stood up without a broader district equity framework. Research is consistent: such structures generate least resistance when nested within a coherent framework ensuring every marginalized group has a seat at the table. Other communities experienced it as ad hoc or exclusionary.

Legal. Not Wise.

OML Training Cancellation

The full committee unanimously voted to accept the prescribed remedy. The new Chair canceled the training. Never rescheduled. Four additional complaints now pending.

Legal. Not Wise.

Private Budget Strategy Meeting

The Town Manager, Select Board Chair, and School Committee Chair met privately to discuss budget strategy — without the Superintendent. Documented through multiple sources. High-stakes public financial decisions being shaped outside of public deliberation.

Legal. Not Wise.

WHY THIS IS A VOTE ON THE COMMITTEE | NOT ONLY THE CHAIR

A committee that only asks what it is allowed to do,
and never asks what it should do,
will always be one step behind the consequences of its own decisions.

1. The Vice Chair acknowledged the Chair's behavior is wrong — yet no public accountability has followed. Knowing is not the same as acting.

2. The Chair's conduct has not stabilized over the last six months. It has escalated. Inaction is not neutral. It enables.

3. A committee with a wide enough lens would have seen this coming. That lens has been missing — on procurement, on equity, on leadership succession, on accountability.

4. This vote is not a punishment. It is the community doing what the committee has declined to do for itself. That is what Special Town Meeting is for.

A VOTE FOR ACCOUNTABILITY

Accountability is not a radical act.

It is the most basic thing a community owes itself.

- 3 documented pillars of conduct
- A committee that consistently chose what was allowable over what was right with little transparency
- Nearly 400 community members signed their names
- 4 pending AGO complaints
- 1 superintendent leaving with 3 years remaining on his contract

The right thing to do tonight is clear. Please vote YES.