

**LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT  
SCHOOL COMMITTEE MINUTES  
Tuesday, March 11, 2025**

**7:00PM**

**HYBRID**

**Present**

Ravi Simon, *Chair*; Cathie Bitter, *Vice Chair*;  
Maura Carty, Cara Endyke-Doran, Kevin Matthews, Lucy Maulsby

**Also Present**

Maureen Bolton, *Co-President of the Teachers' Association*  
Angela Mederios, World Language Department Coordinator/ World Language Teacher  
Diana Palaez, *METCO's Clinician*  
Kirsteen Patterson, *Director of Finance and Operations*  
Andrew Stephens, *LSRHS Superintendent/Principal*

**Call to Order**

The meeting was called to order at 7:02PM.

**Discussion on Graffiti Incident at LS**

Ravi Simon, *Chair of the LSSC*  
Andrew Stephens, *LSRHS Superintendent/Principal*

- A swastika was found within LSRHS boys' locker room. An investigation revealed it had been present for some time now. School officials reported the incident to police, Jewish religious leaders, and the LS School Committee; where a statement from the LS School Committee was immediately released.

[3/7/25 Letter to LS Community - Graffiti](#)

- After the recent incident, School Committee members appreciated the transparency of the incident with the community in such a timely fashion.
- Chair Ravi Simon suggested a conversation being had on addressing this matter and similar community issues.
- Superintendent/Principal Andrew Stephens shared the vast amount of education LSRHS students are receiving behind the history of anti-semitism, as well as the history of the Holocaust in classrooms and/or school assemblies.

The full School Committee expressed their concerns and sympathy around this unfortunate incident. School Committee members offered feedback in eliminating anti-semitism.

### **Adjourn with Return to Open Meeting**

Ravi Simon motioned to a brief recess with return to the open meeting. Lucy Maulsby seconded the motion. The vote was passed unanimously. The meeting adjourned at 7:54PM.

### **Return to Open Meeting**

Maura Carty motioned to return to the open meeting. Lucy Maulsby seconded the motion. The vote passed unanimously. The meeting returned at 7:59PM.

### **Public Comment**

#### **Matt Lazowski, Sudbury, MA.**

"I have two boys at LS, Sophomore and Junior. I am one of the people who spoke to Kevin Matthews. My dad is a Holocaust survivor, still alive at 92. It's fantastic that there is a curriculum!"

"There were two topics discussed amongst the Jewish community; One is students need to be educated on world events. How not to repeat things that went down for Jewish people, for Asian people, and for African-American people. I respect the letter that was generated from a Jewish perspective, but it was (at best) tepid. I've been to my father's hometown in Belarus. I've seen my father lie on a grave site in the ghetto that he was shipped to in 1941. My father cried for 30 minutes because that was the last time he ever saw his mother."

"The swastika represents a people group, a government, and an ideology that wanted to eradicate me, my father, and my children. I believe that I am speaking for the majority of the people. We would like some kind of gathering or assembly at LS to directly address the swastika regarding the significant hatred it symbolizes. Just as if somebody carved KKK into something. I've talked to people who live in the deep south and remember white people doing horrible things even in the 60s and 50s."

"This is real stuff and education is one, but addressing this incident swiftly, and not waiting until next year is important. This needs to be discussed. You know, as I said to Kevin today, we are very fortunate. We live in a beautiful community- with freedom for all. Myself and my family visited my mother and father this past weekend. My mother left Nazi Germany in 1938 in August- four months before Kristallnacht, the start of what's called the final solution of the concentration camps."

"I am asking you to have an assembly. I'm happy to speak. My family members have written books. I have first-hand accounts of what it looked like there. I was in my father's grandfather's home in a 1500 person village in Belarus."

"Thank you for listening to me. Appreciate all the work you do. LS is an amazing high school. My kids are fortunate to grow up in this town and go to that high school. Thank you."

**Mary Warzynski, Sudbury, MA**  
**On behalf of Tracy Garozzo, Sudbury, MA**

"I'd like to start by reading a statement by Tracy Garazzo who was unable to attend, but she sent me a statement and asked me if I could please read it on her behalf."

"I am asking the School Committee and Mr. Stephens to take action to teach our students about anti-semitism. My own children have sat through many school assemblies about racism, microaggressions, and acceptance of the LGBTQ+ community. They have had classroom lessons, read books, and participated in discussions about all of these issues as well. Through my children's experiences in school and our discussions at the dinner table, I've learned a lot and I have even adjusted my thinking on many issues. Anti-semitism, in our world, our country, our town, and in our schools is rising at an alarming rate. While I appreciate the school emails, denouncing all hate. What is really needed is for the school to denounce anti-semitism specifically and to take action to fight it. If the school would hold an assembly with all students and staff with a survivor from October 7th speaking on their experience as a Holocaust survivor; or the child or spouse of a Holocaust survivor. I believe that this is the only way to make a lasting impact. My hope is that the assembly will inspire empathy within our school. And for students to bring this home to discuss with their families causing a chain reaction."

"We can't be afraid to acknowledge that anti-semitism exists and we cannot be afraid to address it. The Jewish students and staff tell us we need to feel seen and heard just as other marginalized groups have felt- Thank you for your time."

**Mary Warzynski, Sudbury, MA**

"I watched your discussion when the School Committee drafted and collaborated on and approved your anti-semitism statement. I thought you all did a great job! I was so hopeful. But once the swastika was found- it made my heart sink. I think more work needs to be done. I think statements and emails are not enough. I think this demands action on behalf of our Jewish students, their families, and faculty in LSRHS. I think an incident like this is delayed, it gives the Jewish students the impression that there's no urgency. When in fact this incident is urgent. Please consider what's being mentioned tonight. Thank you for all your hard work, and all you've had to say tonight."

### **Sasha Papalilo, Sudbury, MA**

"I agree with what Matt and Tracy previously mentioned. I am a Russian Jew. I came here when I was eight years old. Thanks to my mother- we were able to escape Russia to the United States. I have an incredibly privileged, and incredibly blessed life as a result of that. What happened to the United States? I have talked to my mother about this many times. She, too, doesn't recognize the United States anymore. She does not recognize the place that she fought 'tooth and nail' for. She does not recognize the place that she literally risked her life to get to."

"I think that the environment we live in right now needs to be addressed in so many different ways. One of the things that has happened over the course of the last 17 months, as a result of October 7th, everyone seems to have become emboldened in their beliefs of anti-semitism. Our children see these things on TV, and on social media- thinking there are no repercussions, perhaps because there isn't right now."

"We really need to make a statement as a community that anti-semitism is not accepted!. It also needs to come in a format that resonates with our children. I think the emails and letters are not resonating with our children. Shortly after October 7th, Rabbi Freeman gathered survivors from Nova at the Chabad. Something like this is very meaningful and poignant. It will resonate with our children hearing about the Holocaust. After October 7th- I spoke at the town hall. Personally, I don't think Sudbury was quick to act after October 7th. It took a long time to have the town hall light up to show the community's support. Something needs to be done ASAP! Thank you."

### **Student Senate Updates**

No Update(s)

### **METCO Program Report Updates**

Diana Palaez, *METCO's Clinician*

- On Thursday, March 20th, METCO attended "METCO's Advocacy Day" at the State House.
- In April, METCO Directors Association will host an annual boat cruise for the upperclassmen at LSRHS.

### **Teachers' Association Updates**

Maureen Bolton, *Co-President of the Teachers' Association*

- There were four (4) LSRHS students who qualified to participate/perform in the 'All States' at Symphony Hall on Saturday, March 29th.
- On Friday, March 14, Thomas Grandprey, Director of the FATA Department hosted "Arts Day" performances at LSRHS.
- Thank you Kathleen Thompson and Kate Grant for organizing the "Realty of Life Fair" on Friday, March 14.
- Anticipate the upcoming School Committee visit to LSRHS on Friday, April 11th.

## **Presentation**

Angela Mederios, *World Language Department Coordinator/ World language Teacher*

### World Language Department Presentation

[World Language Department Presentation](#)

- The School Committee appreciated the comprehensive presentation provided by Angela Mederios in respect to the 'World Language Department'. School Committee members further discussed the internship opportunity students [enrolled in any 5-1 course] have in participating at a bilingual elementary school in Framingham, MA. School Committee members inquired about the student language course persistence rates, acknowledging a two year requirement while also noting many colleges prefer three years. School Committee members continued to provide feedback and ask questions.

## **Chairperson and Liaison Updates**

### Chair's Update: Tri-District Meeting Planning

Ravi Simon, *LSSC Chair*

- The Tri-District meeting is scheduled the evening of Wednesday, April 9th.
- Further details on the time and location will be shared at a later time.
- Feedback on discussion topics has been relayed to other chairs.

### Finance Subcommittee Update

Maura Carty, *Chair of the Finance Subcommittee*

- The meeting on Wednesday, March 5th was productive. Members of the subcommittee focused on compliance, budget reports, and transfers.
- Discussions on transfers will continue, with feedback sought from Kristeen Patterson before making recommendations.
- Future monthly meetings are planned to discuss district practices and progress.

### LSSC Listening Session Update

Lucy Maulsby, *member of the LSSC*

Ravi Simon, *Chair of the LSSC*

- There was no one in attendance at the 'LSSC Listening Session' on Monday, February 24th.
- The next 'LSSC Listening Session' will take place on Monday, March 24th at 7PM with School Committee members Maura Carty and Kevin Matthews.

### Wellness Committee Update

Ravi Simon, *Chair of the LSSC*

- On Wednesday, March 5th, the Wellness Committee discussed the following items:
  - Student stress and anxiety.
  - Communication difficulties with teachers.
  - Self advocacy challenges.
  - Assignment deadlines.
- The Wellness Committee welcomes all feedback.

### **Information and Discussion**

Overnight Trip Proposals April of 2025: NYC Music Tour, Boys Lacrosse, Habitat for Humanity  
LSRHS Superintendent/Principal Andrew Stephens

- Three overnight school trips are proposed for April 2025: A New York City Music Tour, A Boys' Lacrosse trip to Mercer Island, Washington; and a Baltimore Habitat for Humanity project.
- All are recurring trips, and approval is sought.

### Policy Subcommittee Update

Lucy Maulsby, *member of the Policy Subcommittee*,  
Cara Endyke-Doran, *member of the Policy Subcommittee*, &  
Maura Carty, *member of the Policy Subcommittee*

### Discussion of Policies Under Review :

- AC - Nondiscrimination
- AC-R - Declaration of Compliance
- BDA - School Committee Organizational Meeting
- JIE - Pregnancy Policy/Procedure
- KCD - Donations and Fundraising
- DI - Disposition of Funds

[BGB - Policy Adoption](#) (not being revised)  
[Policy Proposals/Amendments for Discussion](#)

- On Wednesday, March 12th. subcommittee members will further discuss the non-discrimination policy related to Title IX.
- The mentioned policies were revised with legal counsel, and reviewed by subcommittee members. Those policies are ready for a full committee discussion and amendment.
- A proposed Anti-Discrimination (AC) policy replaced two existing ones.
- A school committee member asked about including immigration status and caste; legal counsel is being sought.
  - The current draft incorporates additional protected classes based on cross-checking with other policies.
  - School Committee members expressed concern regarding the scope of proposed changes, particularly regarding caste discrimination. A school committed member suggested a need for careful consideration and informed decision-making to avoid unintended consequences.
- Anticipate the following policy updates:
  - A simplified declaration of compliance (ACR).
  - The Superintendent's role as a temporary chair.
  - Removing outdated references to electing a district clerk, a separate position.
  - A pregnancy- related policy update removes a reference to Title IX due to a recent court ruling.
  - A brief policy on donations and fundraising will replace an elaborate policy.
  - The updated donation policy requires school committee approval for all donations, eliminating delegation.
- Clarifications were added regarding gift acceptance and handling, especially addressing the time lag between receipt and school committee review, particularly for summer donations and grants. It was suggested meeting via Zoom when necessary.
- Further questions and edits are welcomed. Anticipate an open vote on proposed policies at the next school committee meeting.

## **Superintendent/Principal Updates**

*Andrew Stephens, LSRHS Superintendent/Principal*

- On Monday, March 10th, The Community Connections group hosted an event at LSRHS, featuring data on student anxiety and strategies for parents, with Dr, Samuel Mizell.
- On Thursday, March 6th, LSRHS Administration Leslie Patterson facilitated the 8th Grade Curriculum Night for incoming freshmen students and families in the LS Auditorium.
- On Tuesday, March 11th, the clinical counselors and guidance counselors hosted the annual "Depression Workshop" for all 10th graders, new 11th and 12th graders. In addition to any students who were absent from last year's

workshop. The workshop included a viewing of the documentary in the Auditorium, followed up with group/classroom lessons.

- The goal of this two-hour workshop was to help students learn the following, as we want them to look out for one another: (1) How to recognize signs and symptoms of depression in self, friends and family. (2) How to acquire support/assistance from a trusted adult.
- The SERF College Fair was held Monday, March 10-16.
- The virtual College Fair for students with Disabilities took place Thursday, March 20th from 7PM-8:30PM. The presentation focused on the transition from high school to college disability services. Representatives from several local colleges and universities briefly discussed the different supports available for students at their respective schools. This presentation was recorded and posted on the L-S website; along with a copy of the slides.

### **Director of Finance and Operations**

Kirsteen Patterson, *Director of Finance and Operations*

#### Approval for State Grant Award - Credit for Life \$3,200

- A state grant in the amount of \$3,200 was submitted on behalf of the upcoming “Reality of Life Fair”. Kathleen Thompson and Kate Grant sought approval for this grant.
  - A School Committee member inquired about the process if the School Committee rejects a grant after it has been already submitted.
  - A School Committee member suggested referring the matter to the policy subcommittee for further definition.

### **Action Items:**

***-VOTE: Ravi Simon motioned to approve the following “April 2025 Overnight Trips: NYC Music Tour, Boys’ Lacrosse, and Habitat for Humanity”. Cathie Bitters seconded the motion. The vote passed unanimously.***

***-VOTE: Maura Carty motioned to approve “The State Grant Award Credit for Life-in the amount of \$3,200”. Lucy Maulsby seconded the motion. The vote passed unanimously.***

### **Approval of Minutes:**

The LSSC Minutes for February 25, 2025 were approved upon edits.  
Cara Endyke-Doran abstained.

### **Public Comment**

No Comment(s)

### **Adjournment**

Ravi Simon motioned to adjourn the meeting to Executive Session. Maura Carty seconded the motion. Six(6) out of six(6) members of the School Committee were in favor via roll call vote. The meeting adjourned at 9:31PM.



