

Sudbury School Committee (SSC)  
Meeting Minutes  
School Committee Meeting  
February 25, 2019  
Sudbury Senior Center

**Members Present:**

Lisa Kouchakdjian, Chair  
Margaret Helon, Vice Chair  
Christine Hogan  
Silvia Nersessian

**Members Absent:**

Richard Tinsley

**Also Present:**

Brad Crozier, Superintendent of Schools  
Kimberly Swain, Assistant Superintendent of schools  
Donald Sawyer, Director of Business and Finance  
Abbey Salon, SEA Representative

**Regular Session Meeting**

Ms. Kouchakdjian called the regular session meeting to order at 7:12 PM.

1. Open Forum- None.

2. Educational Matters

a. District Reports

*i.* SEA Report - Ms. Salon announced that six students from Ephraim Curtis Middle School have been selected to have their art displayed at the State Transportation Building in Boston display through March 27th. Ms. Salon gave updates on the 8th grade Science and History Departments and noted the Departments are updating their curriculum to align with new standards. Special note was given to the 8th grade ELA Department, which is continuing their studies on Breaking Barriers and Building Bridges.

*ii.* Business and Finance Director's Report - Mr. Sawyer noted that he will be attending the Capital Improvement Committee's meeting next Monday, March 4th, on the Nixon Playground Town Meeting Warrant Article. The CIC will have their joint meeting with the Board of Selectmen and the Finance Committee on the following night, March 5<sup>th</sup>.

*iii.* Assistant Superintendent's Report - Ms. Swain noted that the first Boston Family Potluck was held over February break. 47 people attended and brought wonderful

dishes. Ms. Swain thanked the METCO Parent Advisory Committee for putting the event together.

Ms. Swain discussed the launch of the For Energy (4E) Project. A project-based learning curriculum set up in four phases to help students learn the engineering and design process. Ms. Swain thanked the UMass Center for Wind Energy for their partnership, as well as the Steering Committee. Ms. Swain noted there will be an expo event coming up in the future. Ms. Swain explained the partnership with UMass Lowell began through a National Science Foundation Grant, and noted they have been very generous with their time.

*iv.* Superintendent's Report - Mr. Crozier noted that he, Don Sawyer, and Stephanie Juriansz attended and presented at the recent Finance Committee Meeting.

Mr. Crozier recognized the Early Childhood group for their campaign to promote early registration for 2019/2020 kindergarten students. Early Registration will assist in determining staffing needs; the sooner we can firm up the numbers the better.

b. Mid-Cycle Goals Report

Mr. Crozier shared copies of the Mid-Cycle Goals Report, which notes the four goals:

1. Participating in the Superintendent's Induction Program;
2. Working to have fair and effective classroom/teacher evaluations;
3. Effective entry and direction setting; and
4. Maintaining momentum during transition.

Mr. Crozier explained that he has evaluated where he is with each goal, gave a brief narrative of what has been accomplished, and summarized that he believes we are on target to accomplish all of the goals this year.

Mr. Crozier discussed his plan to address his findings. He noted that some observations will not wait to be addressed, while some of the bigger items will feed into the strategic plan and will be addressed during the SALT Retreat and the School Committee Retreat this summer.

Ms. Kouchakdjian will put this on the upcoming Agenda for further discussion to allow School Committee Members additional time to review the report.

3. Business and Policy Matters

a. State Funds for Efficiencies

Mr. Crozier noted that the Efficiencies and Regionalization Grant has been submitted by the three districts. Areas of focus are based on: curriculum and instructional needs; social/emotional needs; professional development; community and family outreach; special education programs and services; and student wellness through scheduling and transportation. The total grant budget is \$198,000. If approved, broken down it would be \$60,000 for curriculum and materials, \$70,000 for professional learning learning and outreach, and \$68,000 for consultants to advise on these processes as well as transportation. A transportation consultant would tie in with the district's school start time research and how it relates to the social and emotional health of the students. A consultant will also look at issues such as optimal time of day, having apps on phones,

and efficiencies within bus routes. Ms. Hogan noted that consolidating bus stops would not be a good idea as it may discourage students from riding the bus and could also increase traffic. Mr. Sawyer noted that the study will also look at the safety of bus stops and maximizing efficiency by optimizing services and reducing cost.

Regarding the State Funds for Efficiencies, Mr. Crozier explained that these funds target language-based learning needs and will provide funding for professional development, consultants and materials. These funds will need to be spent before June 30, 2019. Mr. Crozier noted that they have identified the materials to be purchased. Administration will soon begin to schedule the professional development and contract with the consultants. Mr. Crozier will update the Committee on the progress at a future meeting.

b. Changes to EDCO Articles of Agreement -

Mr. Crozier explained that it was noted by DESE that to comply with current rules and regulations, minor changes must be made to the EDCO Articles of Agreement. Committee Members received a copy of the changes in the agenda packet.

Motion: Ms. Hogan made a motion to approve the EDCO Articles of Agreement. Ms. Helon seconded the motion.

Vote: 4-0. Motion carries.

c. Vote on Tentative Union Agreement -

Motion: Ms. Nerssessian made a motion to approve the three-year agreement expiring June 30, 2021 with the Sudbury School Nurses Association. Ms. Helon seconded the motion.

Vote: 4-0. Motion carries.

d. Efficiency and Regionalization Grant - (Combined with 3a).

e. Director of Student Services -

Mr. Crozier explained that after conducting what he believes was a thorough vetting process for the Director of Student Services position, and after receiving much positive feedback regarding the interim Student Services Director, Stephanie Juriansz, he would recommend that the School Committee vote to appoint Ms. Juriansz as the Student Services Director. Mr. Crozier discussed the feedback he received and the structure of the Department, which he noted has seen significant improvements and continues to build. Ms. Hogan inquired as to the number of opportunities parents had to weigh in. Mr. Crozier noted that a parent forum was held through SEPAC and parents were notified that this would be an opportunity to provide feedback regarding the role of the Student Services Director.

Motion: Ms. Nerssessian made a motion to approve Superintendent Crozier's recommendation to appoint Stephanie Juriansz as Director of Student Services effective today. Ms. Helon seconded the motion.

Mr. Crozier noted that there are a number of Administrators with expiring contracts, and he would recommend that Ms. Juriansz be put in that same group. Ms. Hogan inquired as to the reason for not expanding the search; Mr. Crozier responded that he was

advised that when there is a candidate within the District who is well respected and doing a good job, to offer that person the position before they seek employment in another district.

Vote: 3-1. Motion carries (Ms. Hogan opposed).

f. Resolution Regarding Foundation Budget

Ms. Kouchakdjian noted this Resolution was brought to the Committee's attention by Sudbury Education Association President Melissa Morabito at the last SSC meeting. Ms. Kouchakdjian also spoke to Dorothy Presser who confirmed that MASC does not have its own resolution. She cautioned against the Committee adding a firm dollar amount on monies Sudbury would potentially get, which is currently undetermined. Committee Members agreed that they support the initiative and will raise the topic at next week's meeting during the Legislative Forum. Members made several edits to the Resolution. Ms. Kouchakdjian will forward the draft Resolution with the changes to the legislators' aids prior to the Forum.

g. Equity Workshop Update

Ms. Swain shared a memo that summarized the information she acquired regarding the Committee's participation in an Equity Workshop. Ms. Swain believes that it would be most successful to engage a third-party consultant. To this end, EDCO Collaborative referred Johnny Cole to be the facilitator. Ms. Swain noted they have identified an initial structure for a three-hour training which could be held during an evening in March, and proposed dates of March 21<sup>st</sup> or 25th. Ms. Swain will confirm a date and send a revised Memo afterward.

h. Liaison Reports

Ms. Hogan noted that the School Start Time Subcommittee will report at next week's meeting and requested it be at the top of the agenda, to accommodate the number of staff and others who will be attending.

Ms. Kouchakdjian noted that the Tri-District meeting will be held on March 11th at LSHS; there will be a facilitated discussion on anxiety. Ms. Kouchakdjian will send Committee members the agenda.

i. Future Agenda Items -

The Committee discussed next week's agenda items, and ways to share agenda items, possibly using a shared Google doc. The Committee discussed keeping a running list on the homepage of the agenda topics and meeting dates which are planned in advance, with a notation that agenda topics may be subject to change.

j. Regular Session Minutes - January 28, 2019 -

Motion: Ms. Hogan made a motion to approve the minutes. Ms. Helon seconded the motion.

Vote: 4-0. Motion carries.

k. Adjournment-

Motion: Ms. Hogan made a motion to adjourn. Ms. Nerssessian seconded the motion.

Vote: 4-0. Motion carries.

The meeting adjourned at 8:41 PM.

Respectfully submitted.

Laura Clifford

**Sudbury School Committee**  
**Documents Reviewed during the 2/25/2019 meeting**

1. Superintendent Brad Crozier's Mid-Cycle Report
2. EDCO Articles of Agreement
3. Resolution in Support of Full Funding for our Public Schools
4. Fund our Future: Building the Public Schools and Colleges our Students Deserve
5. MASC Legislative Bulletin, January 24, 2019
6. Building an Education System that Works for Everyone; Funding Reforms to Help All Our Children Thrive
7. Memo from Kimberly Swain regarding Equity Workshop
8. Draft Meeting Minutes January 28, 2019