

Sudbury School Committee
Meeting Minutes
October 2, 2023
Virtual Meeting

Members Present:

Silvia Nerssessian, Chair
Meredith Gerson, Vice Chair
Nicole Burnard
Mandy Sim

Absent:

Sarah Troiano

Also Present:

Brad Crozier, Superintendent
Don Sawyer, Director of Business and Human Resources
Kim Swain, Assistant Superintendent
Rebecca Amaral, Kindergarten Teacher
Jeff Lappin, Assistant Director of Student Services
Christine Grigsby, Math Coach
Annya Pedreschi, Special Education Team Chair
Angela Spirito, SEA Representative

Regular Session Meeting

Chair Silvia Nerssessian opened the meeting at 7:00 p.m.

1. Opening Statement / Regular Session
 - a. Chair Silvia Nerssessian performed a roll call and made an announcement that the session is being recorded, shared live for the public to see and hear and there should be no expected right to privacy, as this is a public forum. Meredith Gerson, Nicole Burnard, Mandy Sim and Silvia Nerssessian all affirmed in the positive.
2. Special Matters
 - a. SMILE and Explore Program Presentation (Kim Swain, Rebecca Amaral, Jeff Lappin, Annya Pedreschi and Christine Grigsby)
 - i. The group took turns presenting the goals of the SMILE and Explore summer programs, highlighting new initiatives that were launched, program modifications that were made in response to last year's suggestions and recommendations for future planning.
 - ii. Clarifying questions surrounded safety care training, benchmarking data and whether all ready for kindergarten students were given an opportunity to apply.
 - iii. The School Committee expressed their gratitude to all the staff and shared how much they appreciated seeing student growth and the positive effects the program has had on them.
 - b. Fall Town Meeting Articles
 - i. Chair Nerssessian reviewed the packet items. Discussion centered around the warrant articles submitted by SPS and legal conversations with town attorneys to ensure the accuracy of the motions to be voted on.

Concerns were raised and more discussion was had over language changes made to the Committee's submitted articles.

3. Public Comment

- a. Lisa Kouchakdjian, 30 Meadowbrook Circle, invited the School Committee to the Town Forum being held on Thursday, October 12th.

4. Educational and Operational Matters

a. District Reports

i. SEA Report (Angela Spirito)

1. At the elementary level, Loring students are utilizing QR codes to access songs, book and video clips and a plan to pilot literacy centers in 3rd grade is underway. At the middle school, eighth grade French students are presenting daily news reports in French and the library has been updated to make the space more accessible. Sixth through eighth grade students are learning how to create animations and learning about online safety in digital literacy and computer science.

ii. Director of Business and Human Resources Report

1. The revised FY24 budget has been uploaded to munis for financial reporting. The FY23 end of year report has been filed and building the FY25 budget is now the primary focus.

iii. Assistant Superintendent Report

1. A back to school METCO ice cream social was held on September 17th. The first round of Keys to Literacy coaching has been completed. Ellen Vedora from Peter Noyes and Cathleen Reynolds from Loring will be participating on a panel at the Goodnow Library to talk about the Science of Reading.

iv. Superintendent's Report

1. Planning for the 8th Grade Washington, DC trip is underway with the start of the Frozen Fundraiser campaign. A DC program page has been implemented and a Parent / Guardian information session has taken place. Open Houses are now complete at each school and a virtual Pre-K information session is scheduled for Tuesday, October 25th at 7:00 p.m.
2. An update on the Curtis Outdoor Wellness Space was provided including equipment being delivered and contracting with a surveyor to prepare for installation. Clarifying questions from the Committee surrounded whether communication with the community will be ongoing during the project.

5. Business and Policy Matters

a. CASE and ACCEPT Quarterly Reports

- i. Superintendent Crozier confirmed that CASE and ACCEPT are on track with their enrollment and their budgets are sound. Both have had a successful start to the school year.

b. Policy Subcommittee Recommendations

- i. Policy GBA - Equal Employment Opportunity
- ii. Policy GBEA - Staff Ethics / Conflict of Interest
- iii. Policy GBEB - Staff Conduct

- iv. Policy GBEBBC - Gifts to and Solicitations by Staff
- v. Policy GBEBD - Online Fundraising - Crowdfunding
- vi. Policy GBEC - Drug-Free Workplace
- vii. Policy GBGE - Domestic Violence Leave
- viii. Policy GBGF - Family and Medical Leave
- ix. Policy GBI - Staff Participation in Political Activities
- x. Policy GBJ - Personnel Records
- xi. Policy GCA - Professional Staff Positions
- xii. Policy GCBA - Professional Staff Salary Schedules
- xiii. Policy GCBB - Employment of Principals
- xiv. Policy GCBC - Professional Staff Supplementary Pay Plans
- xv. Policy GCE - Professional Staff Recruiting / Posting of Vacancies
- xvi. Policy GCF - Professional Staff Hiring
- xvii. Policy GCG - Substitute Professional Staff Employment
- xviii. Policy GCIA - Philosophy of Staff Development
- xix. Policy GCJ - Professional Teacher Status
- xx. Policy GCK - Professional Staff Assignments and Transfers
- xxi. Policy GDB - Support Staff Contracts and Compensation Plans
- xxii. Policy HA - Negotiations Goals
- xxiii. Policy HB - Negotiations Legal Status
- xxiv. Policy HF - School Committee Negotiating Agents
- xxv. Policy JB - Equal Educational Opportunities
- xxvi. Policy JBB - Educational Equity
- xxvii. Policy JFABE - Educational Opportunities for Military Children
- xxviii. Policy JFABF - Educational Opportunities for Children in Foster Care
- xxix. Policy JFBB-1 - School Choice
- xxx. Policy JH - Student Absences and Excuses
- xxxi. Policy JHD - Exclusion and Exemptions from School
- xxxii. Policy JIC - Student Dress Code
- xxxiii. Policy JICA - Prohibition of Hazing
- xxxiv. Policy JICE - Student Publications
- xxxv. Policy JICFA - Student Discipline
- xxxvi. Policy JICFB - Bullying Prevention
- xxxvii. Policy JIH - Searches and Interrogations
- xxxviii. Policy JII - Student Complaints and Grievances
- xxxix. Policy JJ - Co-Curricular and Extracurricular Activities
- xl. Policy JJE - Student Funding-Raising Activities
- xli. Policy JJF - Student Activity Accounts
- xl. Policy JJIB - Interscholastic Sports
- xl. Policy JKAA - Physical Restraint of Students
- xl. Policy JL - Student Welfare
- xl. Policy JLC - Student Health Services and REquirements
- xl. Policy JLCA - Physical Examinations of Students
- xl. Policy JLCB - Immunization of Students
- xl. Policy JLCC - Communicable Diseases
- xl. Policy JQ - Student Fees, Fines and Charges
- I. Policy JRD - Student Photographs
- ii. Policy KA - School / Community Relations Goals
- iii. Policy KBA - School / Parent Relations Goals
- iii. Policy KBE - Relations with Parent Organizations
- liv. Policy KDB - Public's Right to Know

- iv. Policy KDD - News Media Relations / News Releases
- lvi. Policy KE - Public Complaints
- lvii. Policy LBC - Relations with Nonpublic Schools
 - 1. Vice Chair Gerson shared that the policies being presented have already been approved at a prior Policy Subcommittee Meeting. Red line changes are the School Committee recommended changes.
 - 2. Vice Chair Meredith Gerson moves to approve the Sudbury School Committee policy updates as amended. Mandy Sim seconded the motion.
 - a. ROLL CALL VOTE
 - i. Meredith Gerson: Aye
 - ii. Nicole Burnard: Aye
 - iii. Mandy Sim: Aye
 - iv. Silvia Nerssessian: Aye
 - 1. **Vote:** 4-0. Motion carries.

6. Liaison Reports

- a. Chair Nerssessian confirmed that the Select Board is holding a Fall Town Forum and the CIAC reviewed the Nixon roof article.

7. Monthly Accounts Payable and Payroll Warrants Submission

- a. No further action required by the Committee.

8. Minutes (8/7/23, 8/21,23 and 8/25/23)

- a. Vice Chair Meredith Gerson moves to approve the Sudbury School Committee regular session meeting minutes from the August 7, 2023, August 21, 2023 and the August 25, 2023 meetings as amended. Mandy Sim seconded the motion.
 - i. ROLL CALL VOTE
 - 1. Meredith Gerson: Aye
 - 2. Nicole Burnard: Aye
 - 3. Mandy Sim: Aye
 - 4. Silvia Nerssessian: Aye
 - a. **Vote:** 4-0. Motion carries.

9. Executive Session

- a. Motion and vote to convene in executive session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purposes:
 - i. Purpose (2) to conduct strategy sessions in preparations for negotiations with nonunion personnel or to conduct contract negotiations with nonunion personnel, specifically the Superintendent; and
 - ii. Purpose (7) to review and approve minutes from the following Sudbury School Committee executive session meeting of September 11, 2023.
 - 1. Vice Chair Meredith Gerson moves to convene in executive session not to return to open session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purposes. Purpose 2 to conduct strategy sessions in preparations for negotiations with nonunion personnel or to conduct contract negotiations with nonunion personnel, specifically the Superintendent and purpose 7 to review and approve minutes

from the Sudbury School Committee executive session meeting of September 11, 2023. Mandy Sim seconded the motion.

a. ROLL CALL VOTE

- i. Meredith Gerson: Aye
- ii. Nicole Burnard: Aye
- iii. Mandy Sim: Aye
- iv. Silvia Nerssessian: Aye

1. **Vote:** 4-0. Motion carries.

2. Chair Silvia Nerssessian confirmed the Sudbury School Committee has voted in the affirmative and will be entering into executive session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purposes. Purpose 2 to conduct strategy sessions in preparations for negotiations with nonunion personnel or to conduct contract negotiations with nonunion personnel, specifically the Superintendent and purpose 7 to review and approve minutes from the following Sudbury School Committee executive session meeting of September 11, 2023 and not to return to open session.

Respectfully Submitted,
Julie Williams
Executive Assistant to the Superintendent

Documents Reviewed During the October 2, 2023 School Committee Meeting

- 1. Summer Learning Programs fy23.SC presentation
- 2. FY24 Fall TM Warrant Article_Nixon Roof Designer Fee Funding
- 3. FY24 Fall TM Warrant Article_State Supplemental Budget for OOD Tuition Increase
- 4. FY24_Fall TM Warrant Article_FY24 SPS GF Appropriation Increase for Additional State Aid
- 5. Sudbury Select Board Version of SPS Articles
- 6. Staff Responses to Russo Questions
- 7. 2022-General-Bylaws-Articles-I-XXXVII
- 8. CASE Collaborative 1st Qtr Report (2023-2024)
- 9. ACCEPT FY23 Quarter Four Report
- 10. 2023 10 02 Meeting - Policy Redlines
- 11. SC Meeting Warrant Summary - 092123
- 12. 080723_Sudbury School Committee Minutes_DRAFT
- 13. 082123_Sudbury School Committee Minutes_DRAFT
- 14. 082523_Sudbury School Committee Minutes_DRAFT