

Sudbury School Committee  
Meeting Minutes  
December 11, 2023  
Virtual Meeting

**Members Present:**

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

**Also Present:**

Brad Crozier, Superintendent  
Don Sawyer, Director of Business and Human Resources  
Kim Swain, Assistant Superintendent

**Regular Session Meeting**

Chair Silvia Nerssessian opened the meeting at 7:02 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, Sarah Troiano and Silvia Nerssessian all affirmed in the positive.
2. Public Comment
  - a. None
3. Educational and Operational Matters
  - a. District Reports
    - i. Director of Business and Human Resources Report
      1. Mr. Sawyer shared that although Central Office is moving this week, operations will continue normally.
    - ii. Assistant Superintendent Report
      1. Ms. Swain recently met with Torrance Lewis from Lincoln Public Schools and Leslie Patterson from Lincoln Sudbury Regional High School to work together and exchange ideas to help support students as they make the transition to high school. In January, they will be visiting eighth grade students.
    - iii. Superintendent's Report
      1. Superintendent Crozier shared that packing is finishing up at Central Office and that staff will officially move into the new space on Monday, December 18th. The SPS website has been updated with information on the move and how to reach Central Office staff during the transition.
      2. The Loring School playground has had some wrinkling in the play surface causing a trip hazard. The contractor has been notified

and the team is beginning to look at other sources to help determine what the problem might be.

3. The Committee sought clarification on the damage and how it compares to last year as well as an understanding of the current status of the playground.
4. A meeting was recently held with Town Manager, Andy Sheehan, Maryann Bilodeau, Dennis Keohane, Don Sawyer and Superintendent Crozier to get clarification and a better understanding of how the budget guidance was distributed amongst cost centers and benefit costs.
5. Questions from the Committee surrounded benefit costs and whether actuals are provided from previous years, will updated projections from the town be expected, clarification on benefit plans and clarity on Chapter 70 funds.

#### 4. Business and Policy Matters

##### a. FY25 Budget Workshop and Review

- i. Superintendent Crozier outlined the sections and grade-level class size modifications that have been adjusted in the proposed budget.
- ii. Discussion surrounded grade levels mostly impacted and do enrollment projections include the Cold Brook Crossing Development?
- iii. Base Budget changes including FTE adjustments were discussed and classroom equipment in the Tier 1 budget initiatives was clarified.
- iv. Questions surrounded UDL retrofit costs and how many classrooms are still without the equipment and would alternative funding ensure all classrooms have learning supports.
- v. Clarity on costs associated with project based learning and any new initiatives being brought forward was discussed.
- vi. Due to NESDEC projection increases, concerns related to the proposed early childhood expansion and school spacing was discussed.
- vii. Further discussion amongst the Committee related to class size section averages and whether they include the potential of an increase in enrollment or current projections.

##### b. Superintendent Contract

- i. Chair Nerssessionian explained that the School Committee has previously met to discuss Superintendent Crozier's contract.
- ii. The School Committee together thanked Superintendent Crozier for his dedicated leadership and continued commitment to the school community and district.
- iii. Superintendent Crozier expressed his gratitude to the School Committee for their faith in him and expressed his excitement about continuing his role as Superintendent.
- iv. Vice Chair Meredith Gerson moves to approve the employment agreement as presented between the Sudbury School Committee and Brad Crozier for the term of July 1, 2024 - June 30, 2029 and authorize Silvia Nerssessionian, the Chair, to sign on behalf of the School Committee. Sarah Troiano seconded the motion.

##### 1. ROLL CALL VOTE

- a. Meredith Gerson: Aye
- b. Nicole Burnard: Aye

- c. Mandy Sim: Aye
- d. Sarah Troiano: Aye
- e. Silvia Nerssessian: Aye
  - i. **Vote:** 5-0. Motion carries.

c. At-A-Glance Newsletter

- i. The newsletter was discussed amongst the Committee. Recommended edits were suggested. Once revised, this will be brought to a future meeting for final approval.

d. Liaison Reports

- i. None

5. Adjournment

- a. Chair Silvia Nerssessian moves to adjourn the meeting at 9:09 p.m. Meredith Gerson seconded the motion.

- i. ROLL CALL VOTE

- 1. Meredith Gerson: Aye
- 2. Nicole Burnard: Aye
- 3. Mandy Sim: Aye
- 4. Sarah Troiano: Aye
- 5. Silvia Nerssessian: Aye

- a. **Vote:** 5-0. Motion carries.

Respectfully Submitted,  
Julie Williams  
Executive Assistant to the Superintendent

**Documents Reviewed During the December 11, 2023 School Committee Meeting**

- 1. **SPS\_InitialBudgetOverview\_25**
- 2. **Superintendent Crozier 2024 to 2029 Employment Agreement 12.2023**
- 3. **Comp District Salaries - Dec 11, 2023**
- 4. **Draft December 2023 At-A-Glance**