

**LINCOLN-SADBURY REGIONAL SCHOOL DISTRICT  
SCHOOL COMMITTEE MINUTES  
Tuesday, January 13, 2026**

**7:00PM**

**HYBRID**

**Present**

Ravi Simon, *Chair*, Cathie Bitter, *Vice Chair* (Remote),  
Maura Carty, Lucy Maulsby, Charles Morton, Jack Ryan (Remote)

**Also Present**

Maureen Bolton, *LSRHS President of the Teachers' Association*  
Susan Bottan, *LSRHS Interim Director of Finance and Operations*  
Sandra Duran, *Sudbury's Combined Facilities Director*  
Lori Hodin, *LSRHS Coordinator of Safe School Initiatives & Psychology Teacher*  
Moses Sibley, *LSRHS METCO Student*  
Andrew Stephens, *LSRHS Superintendent/Principal*  
Dino White, *LSRHS Student*

**Call to Order**

Chair Ravi Simon called the meeting to order at 7:04PM.

**Public Comment**

No Comment(s)

**Consent Agenda**

Ravi Simon, *Chair of LSSC*

- Approval of Minutes: [Minutes for December 16, 2025](#)
- Approval of Warrant/Vouchers: [Warrants/Vouchers](#)
- Approval of Donations: [Donation for Student Mental Health Services](#) & [Boosters Donation to the Athletics Program](#)

*Ravi Simon motioned to approve the three (3) items on the 'Consent Agenda', Lucy Maulsby seconded the motion. The motion passed unanimously.*  
**(SEE ACTION ITEMS SECTION)**

## **METCO Update**

Moses Sibley, *LSRHS METCO Student*

- METCO's 'Leader Student Council' aims to host a field trip to APEX Entertainment in Marlborough, MA, for engagement, especially for METCO's freshmen students.
- METCO students are in the midst of preparing for mid-year exams, offering resources, like the 'Morning Math' program.
- METCO continues to track college acceptances for METCO students.
- The OSHA training courses will begin soon.
- On Wednesday, January 21st, LS METCO organized a parent engagement potluck in Roxbury, Boston, to foster a sense of community.

## **Teachers' Association Updates**

Maureen Bolton, *LSRHS President of the Teachers' Association*

- Students, Teachers, and Staff are anticipating the upcoming mid-year exams.
- The 'Musicians' Union' took place on Friday, January 9th.
- Winter sports have started.
- A new unified bowling group has started.
- LSB Players continues to rehearse for the upcoming show, 'Winter One Acts'.
- Quarter Two ends Wednesday, January 14th.

## **ADA Evaluation and Transition Plan**

Sandra Duran, *Sudbury's Combined Facilities Director*

- Sandra discussed the self-evaluation and transition plan for the Town of Sudbury and Sudbury Public Schools, which has helped with compliance with both federal ADA and stricter Massachusetts architectural access board standards.
  - These plans must identify necessary improvements and provide a ballpark cost estimate for remediation.
  - The town of Sudbury and SPS selected the Institute for Human-Centered Design as a consultant for their ADA transition plan.
    - The Institute for Human-Centered Design conducted a study, reviewing building and policies, and produced an executive summary, a policy document, and a spreadsheet covering both the municipality and school district.
  - Sandra Duran discussed the estimated costs, as well as highlighted examples of barriers examined (i.e. toilet clearance and rim height) noting that older work often doesn't meet current standards.

- A detailed evaluation process focuses on operational controls, usability, and regulatory requirements, including specific examples like parking spaces, drinking fountains, and bench supports.
  - All plans are reported and updated regularly for public awareness.

School Committee members thanked Sandra Duran for making time to come to the meeting and for clarifying the difference between an ADA self evaluation and a facility needs assessment, which will aid in hiring a consultant. Superintendent/Principal Stephens noted the district is actively working to improve the district's learning environments, particularly for students with sensory issues, like replacing ceiling tiles to reduce noise, sound-dampening, and assistive technology, and collaborating with student services on Individualized Education Plans (IEPs).

### **Presentation**

Lori Hodin, *LSRHS Coordinator of Safe School Initiatives & Psychology Teacher*,  
Andrew Stephens, *LSRHS Superintendent/Principal &*  
Dino White, *LSRHS Student*

### **L-S Respecting Human Differences**

#### [Respecting Human Differences Presentation](#)

The presentation reviewed how Lincoln Sudbury Regional High School approaches human differences. The core value of respecting human differences, encompassing all forms of diversity and learning styles, is central to this school community's strength. This value is reflected in the desired skills and dispositions for students, such as curiosity, open-mindedness, empathy, and global citizenship. Human differences are also embedded in the school's strategic plan, which emphasizes an inclusive, connected, and collaborative community focused on equity, wellness, and lifelong learning. This involves fostering community through teacher-student relationships and counselor-student bonds.

Lincoln-Sudbury Regional High School offers various opportunities for exploration, including cross-cultural studies, individualized practice in History with a focus on marginalized groups, as well as English courses. Another inclusive group at LSRHS that promotes human differences is the 'Racial Climate Community Group' (RCCG). This group fosters a sense of belonging through community group meetings that encourage conversation and connection.

There are many student-driven clubs, year-round school support from counselors, sporting activities, as well as annual assemblies like 'Identity Fair'- promoting human

differences, a safe space for students to share their stories and discuss current cultural and community issues through open and candid dialogue.

Going forward, the district strives to improve conduct reporting and foster respect for human differences. To expand course offerings and strengthen partnerships. Additionally, review concerning anti-Semitism to address challenges identified in equity surveys.

School Committee members commented that they appreciated the candid presentation and a current student's perspective regarding respect for human differences at LSRHS, and they appreciated the District's current work on this topic. One member suggested more community engagement and dialogue, noting the need for the community to understand the excellent work being done within the school, and also mentioned that they would like to see a firmer plan for addressing the needs of transgender/non-binary students.

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

### **FY27 Preliminary Budget Update**

Susan Bottan, *Interim Director of Finance and Operations* &  
Andrew Stephens, *LSRHS Superintendent/Principal*

- The preliminary FY27 budget showed a gap of over \$200,000. As a result, special revenue funds were reviewed, and new information on projected expenses will help reduce the gap.
  - Additional funding sources were sought, and the district anticipates being in good shape, though it's still a work in progress.
- The finalized budget will be presented publicly on Tuesday, January 27th, at the next School Committee meeting.

### **Adjustment to FY27 Capital Requests.**

#### [Change to FY27 Capital Requests](#)

- Dennis Phillips, LSRHS Tech Director, was commended for securing a significantly lower quote for the network core, reducing the requested amount from \$150,000 to \$78,151.
- Susan Bottan and Andrew Stephens sought approval from the full School Committee to move forward with the adjusted 'FY27 Capital Request'.

*Ravi Simon motioned to approve the "FY27 Capital Request Change". Lucy Maulsby seconded the motion. The motion passed unanimously.*

**(SEE ACTION ITEMS SECTION)**

## **Superintendent/Principal Report**

Andrew Stephens, *LSRHS Superintendent/Principal*

- Teachers, students, and staff are preparing for the upcoming mid-year exams.
  - The LSPO is excited to offer 'Zen Zone'—a welcoming, stress-free space where our students can relax, recharge, and feel supported during the upcoming assessment period.
- The teacher workshop day is scheduled for Thursday, January 22nd. There is no school for students on January 22nd unless a student needs to make up an assessment.
- On Tuesday, January 20th, at 5pm, there's a fundraiser for the LS Swim & Dive team at Lotus Blossom. All dine-in and takeout sales will count toward the fundraiser (ONLINE orders are EXCLUDED). Supporters must mention LS Swim & Dive when ordering to ensure their purchases are included.
- SERF recognized four LS educators for the 'Appreciation of Champions and Educational (ACE) Awards'. The following individuals supported grants that bring Sudbury educators' innovative ideas to life! Congratulations- Angela Shek, Melisa Nasella, Michael Bunting, and Heather Dwyer.
- Save the Date for L-S Curriculum Night - March 5, 2026, at 7pm. This event will provide incoming 9th-grade families with departmental information about courses and department offerings.
- On February 4th, Ed Walker will lead an assembly for 9th and 11th-grade students on 'Identity and Inclusion'.

### **Potential Vote of Approval for the Following Overnight Trips:**

*-French Exchange*

*-World War II/ Holocaust/Cold War Trip to Europe*

*-Mountain Cabin & Winter Hiking*

*- (2) DECA International Competition*

*-Habitat for Humanity- Baltimore, MD*

- A School Committee member acknowledged the increasing costs of these trips, with international ones ranging from \$4,000 to \$6,500.
  - Andrew Stephens mentioned funding being available for students who demonstrated need.

*Jack Ryan motioned to approve the following LSRHS overnight trips: "French Exchange—Lyon & Paris"; "World War II/ Holocaust Trip- Berlin/ Prague/ Warsaw/ Krakow/ Auschwitz"; "Mountain Cabin & Winter Hiking- Mt. Moosilauke, New Hampshire"; "The DECA International Competition in Boston, MA", a potential "DECA international Competition" and "The Habitat for Humanity- Baltimore, MD". Lucy Maulsby seconded the motion. The motion passed unanimously. (SEE ACTION ITEMS SECTION)*

## **Subcommittee, Liaison, and Representative Updates**

### **Policy Subcommittee**

*Lucy Maulsby, Maura Carty, and Charles Morton*

- The policy subcommittee met on Monday, January 12th, to review several policies developed since the fall.

### **Finance Subcommittee**

*Maura Carty, Cathie Bitter, and Jack Ryan*

- The subcommittee focused on budget, exam fees, and parking fees. The subcommittee plans to present recommendations to the full committee soon.

### **Sudbury Transportation Committee**

*Maura Carty*

- The Sudbury Transportation shuttle is an app-based transportation service, similar to Uber. The service is available for students in Sudbury and Marlborough.
  - The service allows students to travel to various locations and connect with a larger transportation system.
  - The service is beneficial for students without cars, offering an economical and often electric transportation option for after-school activities, sports, and jobs.
- A School Committee member suggested retrieving more funding from the government. As well as the need to establish a safe shuttle stop at LS for students to access.

### **Regional Agreement Review Subcommittee**

*Ravi Simon, Maura Carty, Cathie Bitter, Lisa Kouchakdjian (Sudbury Select Board), and Kim Bodnar (Lincoln Select Board)*

- After the subcommittee received drafted revisions from counsel Marc Terry, DESE provided a second round of comments.
  - Marc Terry is currently reviewing those comments and will meet with DESE. Then, the Chair of the Subcommittee and Superintendent/Principal Andrew Stephens will meet with counsel to nail down a timeline for the process for approval, which the Subcommittee will review.

## **Building Committee (Roof Project)**

*Jack Ryan*

- On January 20th, the building committee met to discuss recommendations for the school committee regarding the roof assessment.
  - This meeting aims to prepare articles for approval by the school committee before the end of January.

## **Information and Discussion**

### **LSSC Spring Workshop (2/3/26)**

*Ravi Simon, LSSC Chair*

- Chair Ravi Simon discussed rescheduling a 'LSSC Spring Workshop' originally planned for February 3rd.
  - Andrew Stephens, Chair Ravi Simon, and Vice Chair Cathie Bitter prefer to move the date due to upcoming commitments and the desire for more thoughtful preparation.
  - Early March was suggested, hoping that other significant matters will be settled by then.
  - Chair Ravi Simon will send out a poll to determine new availability, and also mentions a previous discussion about focusing the workshop on data-driven decision-making.

### **LSSC Newsletter and Listening Session Schedule**

*Ravi Simon, LSSC Chair*

- Maura Carty and Cathie Bitter are collaborating on the next school committee newsletter.
- Lucy Maulsby and Maura Carty held the most recent listening session.
  - Charles Morton and Cathie Bitter are scheduled to host the upcoming listening session in the spring.

### **Review Draft Communication to the Community Regarding Changes to the Calendar and Possible Approval**

*Ravi Simon, LSSC Chair*

[Draft communication to the community](#)

[Presentation on the Tri-District Calendar Subcommittee's work](#)

[Calendar Options \(Summary Sheet\)](#)

[Draft of School Calendar 2026-2027; 2028-2029 \(with Observances\)](#)

- The communication was previously tabled.

- Chair Ravi Simon and Vice-Chair Cathie Bitter made changes to the draft based on past conversations, including preliminary information relevant to the community, like the first day of school.
- Anticipate a Teachers' Association agreement regarding the school calendar.
- The discussion revolved around communicating the current status of the calendar, particularly regarding holidays and school year changes.
- The School Committee wishes to communicate why major calendar changes are being made, but also expresses concern about sending incomplete information.
  - A School Committee member suggested sending information about key dates like orientation, first day of school, vacations, half days, along with the process.
- School Committee members expressed discomfort with releasing a full rationale for changes when all details aren't finalized, especially regarding new holidays and their impact on the 2026-2027 school calendar, which is pending teacher association negotiations.
- The School Committee considers when the calendar will be finalized and released, noting it will not be by the next School Committee meeting on Tuesday, January 27th.

#### **Action Items:**

***-VOTE: Ravi Simon motioned to approve the three (3) items on the 'Consent Agenda', Lucy Maulsby seconded the motion. The motion passed unanimously.***

***-VOTE: Ravi Simon motioned to approve the "FY27 Capital Requests Changes". Lucy Maulsby seconded the motion. The motion passed unanimously.***

***-VOTE: Jack Ryan motioned to approve the following LSRHS overnight trips: "French Exchange–Lyon & Paris"; "World War II/ Holocaust Trip- Berlin/ Prague/ Warsaw/ Krakow/ Auschwitz"; "Mountain Cabin & Winter Hiking- Mt. Moosilauke, New Hampshire"; "The DECA International Competition in Boston, MA", and "The Habitat for Humanity- Baltimore, MD". Lucy Maulsby seconded the motion. The motion passed unanimously.***

#### **Public Comment**

No Comment(s)

#### **Adjournment**

Jack Ryan motioned to adjourn the open meeting. Lucy Maulsby 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 10:12PM.