



## AGENDA and NOTICE CALENDAR REVIEW SUBCOMMITTEE MEETING

Tri-District Calendar Review Subcommittee Meeting  
Lincoln Public School, Sudbury Public School, Lincoln-Sudbury Regional High School

Calendar Review Subcommittee Meeting  
Wednesday, August 20, 2025  
7:00 p.m.

**Location**  
**Remote Location**  
Dial In: 1 301 715 8592 - Webinar ID: 865 1119 4821  
Live Link: <https://us02web.zoom.us/j/86511194821>

### AGENDA

#### 7:00 p.m. Open Regular Session

1. Public Comment 15 Mins
  - a. This is an opportunity for community members to address the Calendar Review Subcommittee. Individuals will use the raised hand feature for an opportunity to speak during the public comment. The subcommittee will allot each speaker three (3) minutes and must begin their comments by stating their name and city/town they reside in. Public comment is not a discussion, debate or dialogue between individuals and the subcommittee. It is an individual's opportunity to express an opinion on issues within the subcommittees authority.
2. Business and Policy Matters
  - a. Diwali Faith Leader Presentation (Discussion) 30 Mins
    - i. Dr. Shashi Dwarakanath
    - ii. Dr. Abhaya Asthana
    - iii. Giri Bharathan Ji
  - b. Muslim Faith Leader Presentation (Discussion) 30 Mins
    - i. Faiza Khan
    - ii. Mahmood Al-Hafeed
  - c. Staff and Family Survey Draft (Discussion/Vote)  
20 Mins
  - d. Religious and Cultural Accommodation Policy (Discussion) 15 Mins
  - e. Coordinate Public Hearing (Discussion) 10 Mins
  - f. Rolling Agenda, Goals and Future Agenda Items (Discussion) 15 Mins
3. Adjournment

*"This listing of matters is those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law."*

The next Sudbury School Committee Meeting is scheduled for **Monday, September 8, 2025**

## **Tri-District Calendar Review Subcommittee Meeting**

**Date: August 20, 2025**

**Agenda Item: 2a**

### **Recommendation:**

**Diwali presentation and education from Dr. Shashi Dwarakanath, Dr. Abhaya Asthana and Giri Bharathan ji. Subcommittee questions and answers to follow.**

### **Background Information:**

### **Attachments:**

**Compiled questions for Faith Leader**

**Action:**

**Report:**

**Discussion: XX**

## **Tri-District Calendar Review Subcommittee Meeting**

**Date: August 20, 2025**

**Agenda Item: 2b**

### **Recommendation:**

**Muslim holiday presentation and education from Faiza Khan and Mahmood Al-Hafeed. Subcommittee questions and answers to follow.**

### **Background Information:**

### **Attachments:**

**Compiled questions for Faith Leaders**

**Action:**

**Report:**

**Discussion: XX**



## Compiled Faith Leader Questions

1. What faith/cultural tradition do you represent and what denomination? What is your role/title? Where is your church/temple/synagogue/mosque/other based?
2. When is the holiday typically observed and does it vary from year to year?
3. What is the historical and spiritual significance of the holiday in your faith tradition?
4. Do members of the community ever express concern about having to choose between observances and participation in school?
5. What are the key customs, rituals, or religious practices associated with the holiday?
  - a. What time of day does this typically take place?
  - b. Is it a widely observed ceremony/service led or presided over by a faith leader?
6. What would it mean both practically and symbolically to your community if key days of observances were acknowledged in some way in the school calendar?
  - a. How does the community, including more secular families, celebrate or observe the relevant holiday(s) otherwise?
7. What religious/cultural observances from your faith/cultural tradition fall during the school year?
  - a. When school is in session during an observed holiday, how do you perceive the emotional, communal, and academic effects on members of your community?
  - b. What benefits do the students gain - academically or emotionally - when the holiday is acknowledged or school is closed?
  - c. If closing school is not possible, what alternative accommodations would best support students of your faith/culture?
  - d. To what extent do children and families refrain from regular activities like work or school on this religious/cultural holiday?
8. Are there any unintended consequences, benefits, or broader considerations we should be aware of when evaluating this holiday for school calendar changes?
9. Are there other actions that you believe would help members of your community feel seen and respected concerning these days of observance?

**Tri-District Calendar Review Subcommittee Meeting**

**Date: August 20, 2025**

**Agenda Item: 2c**

**Recommendation:**

**Move to approve the draft Family and Staff survey as written or amended.**

**Background Information:**

**Review and discuss the draft Family and Staff survey.**

**Attachments:**

**Draft Family and Staff survey**

**Action: XX**

**Report:**

**Discussion: XX**



# School Calendar Holiday Preferences Survey - DRAFT

The school committees for Lincoln Public Schools, Sudbury Public Schools, and Lincoln-Sudbury High School are reviewing the school calendar and would like your input.

Proposals under consideration include:

- **Adding** Diwali, Eid al-Fitr, Eid al-Adha, and Lunar New Year as additional holidays (would lengthen the school year by up to 4 days).
- **Removing** Rosh Hashanah, Yom Kippur, and Good Friday (would shorten the school year by up to 3 days, leaving only state and federal holidays).
- **Rotating** a small number of non-state/federal holidays each year from a shared pool.

This survey is one of several ways we're gathering feedback from staff, families, and the community. All questions are optional and anonymous. As you respond, please keep in mind the same factors that the committees are evaluating:

- Equity and representation for all community members
- Childcare needs on no-school days
- Impact on summer break length
- Instructional disruptions and academic continuity
- Contractual and cost implications

Thank you for your participation.

## 1. What is your relationship to the school district?

*(Checkboxes – Select all that apply)*

- Parent/ guardian of student(s) in Lincoln Public Schools (LPS)
- Parent/guardian of student(s) in Sudbury Public Schools (SPS)
- Parent/guardian of student(s) in Lincoln-Sudbury Regional High School (LSRHS)
- Community member (no current children in SPS or LSRHS)
- School district staff/ educator.
- Other (please specify)

## 2. If you have children in the district, what grades are they in?

*(Checkboxes – Select all that apply)*

- PreK
- K-2
- 3-5
- 6-8
- 9-12
- N/A

**3. If school were in session on the following holidays, how would this affect attendance for your child/children (for parents) or you (for staff)?**

Holiday	My child/I would stay home to observe	My child/I would attend but miss important observance	My child/I would attend with no major conflict
Rosh Hashanah	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Yom Kippur	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Good Friday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diwali	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Eid al-Fitr	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Eid al-Adha	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lunar New Year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**4. Rate how important you believe each factor should be when setting the school calendar**

*1 = very low, 2 = low, 3 = neutral, 4 = high, 5 = very high*

1. Maximizing summer break (getting out earlier / starting after Labor Day)
2. Ensuring all community members are represented on the calendar
3. Minimizing stress for families finding child care coverage for no school days
4. Minimizing conflict between academic and religious obligations
5. Minimizing instructional disruptions
6. Calendar continuity from year to year

**5. Please indicate your level of support for each option:**

*1 = strongly oppose, 2 = somewhat oppose, 3 = neutral, 4 = somewhat support, 5 = strongly support*

Please select the option that best reflects your preference:

- A. Maintain the current calendar without any changes (keep Rosh Hashanah, Yom Kippur, and Good Friday as school holidays and do not add the proposed new holidays).



- B. Add Diwali, Lunar New Year, Eid al-Fitr, and Eid al-Adha as additional holidays (school year may be extended by up to 4 days).
- C. Remove Rosh Hashanah, Yom Kippur, and Good Friday and observe only state and federal holidays (school year may be shortened by 3 days).
- D. Create a rotating holiday schedule where a limited number of non-state and federal holidays from a pool (including Diwali, Lunar New Year, Eid al-Fitr, Eid al-Adha, Rosh Hashanah, Yom Kippur and Good Friday) are recognized each year.

#### **6. Additional Comments (Optional)**

Please share any additional thoughts, suggestions or concerns you have regarding the proposed changes to the school calendar:



## **Tri-District Calendar Review Subcommittee Meeting**

**Date: August 20, 2025**

**Agenda Item: 2d**

### **Recommendation:**

**Review and discuss**

### **Background Information:**

**Discuss the timeline and process of creating a religious and cultural accommodation policy**

### **Attachments:**

**Action:**

**Report:**

**Discussion: XX**

## **Tri-District Calendar Review Subcommittee Meeting**

**Date: August 20, 2025**

**Agenda Item: 2e**

### **Recommendation:**

**Review and discuss**

### **Background Information:**

**Review doodle poll results to confirm date of Public Hearing / Listening session**

**Discuss details of the Public Hearing / Listening session**

### **Attachments:**

**Action:**

**Report:**

**Discussion: XX**



Nicole Burnard <nicole\_burnard@sudbury.k12.ma.us>

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## Diwali Celebration

5 messages

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**Nicole Burnard** <nicole\_burnard@sudbury.k12.ma.us>  
To: dubej@sudbury.ma.us, gallowayd@sudbury.ma.us

Thu, Aug 14, 2025 at 2:24 PM

Hello Debra and Jill,

I hope this finds you well and enjoying your summer. I'm part of a subcommittee working on reviewing the Tri-District School Calendar. In part, we're reviewing current no school days, aligning calendars and the potential of adding additional holidays to our calendars. We're in the process of coordinating a public hearing in October. A few of the potential dates are:

Tues, 10/21

Wed, 10/22

Thurs 10/23

These dates are immediately following Diwali which is celebrated on 10/20. Historically, the Goodnow Library has coordinated a Diwali celebration and I believe the Senior Center as well? Are you planning on coordinating a Diwali celebration this year? If so, do you have potential proposed dates?

We want to be mindful of religious and cultural celebrations as part of our planning process for a public hearing.

Thank you! I appreciate your time and feedback.

Best,

Nicole Burnard  
Sudbury School Committee

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**Boardman, Nickole** <BoardmanN@sudbury.ma.us>

Thu, Aug 14, 2025 at 4:19 PM

To: Nicole Burnard <nicole\_burnard@sudbury.k12.ma.us>, "Dube, Jill" <DubeJ@sudbury.ma.us>

Hi Nicole,

My name is Nickole and I am the new director of the Sudbury Senior center, Deb Galloway retired. Our *Desi, Chai, and Chat* group will be holding a special Diwali-themed gathering during their regular meeting on **Thursday, October 24**. While Diwali itself falls a bit later this year, many participants have family commitments around the actual holiday, so they've chosen to celebrate a little early.

We will also be acknowledging Diwali in our upcoming newsletter. At this time, we do not have plans for a separate center-wide celebration.

I hope that helps.

Thanks



***Nichole Boardman***

Director

Sudbury Senior Center

40 Fairbank Rd.

Sudbury, MA 01776

(978)-639-3266 (Direct)

(978)-443-3055 (Main)

[Boardmann@sudbury.ma.us](mailto:Boardmann@sudbury.ma.us)

[www.sudburyseniorcenter.org](http://www.sudburyseniorcenter.org)

***Please be aware that the Secretary of State has determined that email is a public record, and thus not confidential.***

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**Nicole Burnard** <nicole\_burnard@sudbury.k12.ma.us>  
To: "Boardman, Nickole" <BoardmanN@sudbury.ma.us>  
Cc: "Dube, Jill" <DubeJ@sudbury.ma.us>

Sun, Aug 17, 2025 at 11:18 AM

Hi Nikole,

Thank you for the email and congratulations on your new role. To confirm, the Desi, Chai and Chat group takes place during the day? If we hold our meeting, it would be via zoom in the evening. I appreciate your response and providing the information.

Best,

Nicole Burnard  
Sudbury School Committee

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**Boardman, Nickole** <BoardmanN@sudbury.ma.us>  
To: Nicole Burnard <nicole\_burnard@sudbury.k12.ma.us>

Mon, Aug 18, 2025 at 8:23 AM

Yes, Desi is in the morning. We do not typically have anything in the evening- our hours are 9am -4pm.

Thanks!

[Quoted text hidden]

**Nicole Burnard** <nicole\_burnard@sudbury.k12.ma.us>  
To: "Boardman, Nickole" <BoardmanN@sudbury.ma.us>

Mon, Aug 18, 2025 at 8:54 AM

Great, thank you!

Best,

Nicole Burnard  
Sudbury School Committee

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Nicole Burnard <nicole\_burnard@sudbury.k12.ma.us>

## Diwali Celebration

3 messages

**Nicole Burnard** <nicole\_burnard@sudbury.k12.ma.us>  
To: "ASTimac@minlib.net" <ASTimac@minlib.net>

Thu, Aug 14, 2025 at 2:04 PM

Hi Amy,

I hope this finds you well and enjoying your summer. I'm part of a subcommittee working on reviewing the Tri-District School Calendar. In part, we're reviewing current no school days, aligning calendars and the potential of adding additional holidays to our calendars. We're in the process of coordinating a public hearing in October. A few of the potential dates are:

Tues, 10/21  
Wed, 10/22  
Thurs 10/23

These dates are immediately following Diwali which is celebrated on 10/20. Historically, Goodnow has coordinated a Diwali celebration. Are you planning on coordinating a Diwali celebration this year? If so, do you have potential proposed dates?

We want to be mindful of religious and cultural celebrations as part of our planning process for a public hearing.

Thank you and congratulations on your newly appointed role!

Best,

Nicole Burnard  
Sudbury School Committee

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**Stimac, Amy** <StimacA@sudbury.ma.us>  
To: Nicole Burnard <nicole\_burnard@sudbury.k12.ma.us>

Thu, Aug 14, 2025 at 2:49 PM

Hi Nicole,

Thanks so much for reaching out. Yes, we are hoping to hold our annual Diwali celebration on 10/22 which is an early release day. This event typically runs from 3-4 PM. As of right now this is just a proposed date, however, it's the only solid candidate for the celebration because it's the closest early release day to Diwali so I would say the odds of it occurring that day are very high.

Thanks,

Amy

[Quoted text hidden]

**Nicole Burnard** <nicole\_burnard@sudbury.k12.ma.us>

Sun, Aug 17, 2025 at 11:15 AM



To: "Stimac, Amy" <StimacA@sudbury.ma.us>

Hi Amy,

Thank you for providing the information. If we hold our meeting, it would be in the evening so I don't foresee a conflict in the schedule.

Best,

Nicole Burnard  
Sudbury School Committee

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[Quoted text hidden]



Nicole Burnard <nicole\_burnard@sudbury.k12.ma.us>

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## Diwali Celebration

2 messages

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**Nicole Burnard** <nicole\_burnard@sudbury.k12.ma.us>  
To: Vidya Parwani <parwani.vidya@gmail.com>

Mon, Aug 18, 2025 at 8:58 AM

Hi Vidya,

I hope this finds you well and enjoying your summer. I've reached out to the Goodnow Library, the Senior Center and the Superintendent is planning to reach out to the PTO's as we're in the process of coordinating a public hearing in October. A few of the potential dates are:

Tues, 10/21  
Wed, 10/22  
Thurs 10/23

I wanted to touch base to see if you knew of other celebrations being planned within the community?

We want to be mindful of religious and cultural celebrations as part of our planning process for a public hearing.

Thank you! I appreciate your time and feedback.

Best,  
Nicole Burnard  
Sudbury School Committee

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**Vidya Parwani** <parwani.vidya@gmail.com>  
To: Nicole Burnard <nicole\_burnard@sudbury.k12.ma.us>

Mon, Aug 18, 2025 at 1:44 PM

Hi Nicole,

Thanks for checking in. This year, Diwali falls on Monday, October 20th. It's a five-day festival, with the main celebration taking place on Day 3 (Monday, October 20th). Since Tuesday, October 21st, and Wednesday, October 22nd, fall on Days 4 and 5 of the festival, I asked around to see whether that might affect attendance. So far, I've heard back from about 45 people, and 5 have indicated they won't be able to attend because it coincides with Days 4–5 of Diwali.

Hope this helps! If you'd like, I can share updated numbers as I hear back from more folks.

Best,  
Vidya

[Quoted text hidden]

## **Tri-District Calendar Review Subcommittee Meeting**

**Date: August 20, 2025**

**Agenda Item: 2f**

### **Recommendation:**

**Review and discuss**

### **Background Information:**

**Review and discuss rolling agenda and goals  
Future agenda items**

### **Attachments:**

**Action:**

**Report:**

**Discussion: XX**



## Calendar Review Rolling Agenda

MEETING DATES	AGENDA
7/24/2025	<ul style="list-style-type: none"> <li>- Tri-District Calendar Alignment</li> <li>- Review comparable District Family Survey questions and discuss creating a list to bring back for the next meeting</li> <li>- Education from Faith Leader(s)</li> <li>- Absenteeism Data</li> </ul>
8/7	<ul style="list-style-type: none"> <li>- Discuss and review recommended Staff Survey questions</li> <li>- Discuss draft of Family Survey questions</li> <li>- Education from Faith Leader(s)</li> <li>- Review Dates for Public Hearing (Doodle sent on 7/27)</li> <li>- Follow up with Ravi / Chair discussion: ? extend timeline of the Charge, full Tri-District Committee meeting after Public Hearing / Listening Session</li> </ul>
8/20	<ul style="list-style-type: none"> <li>- Review Staff and Family Survey goals / draft, discuss next steps</li> <li>- Education from Faith Leader(s) - Diwali and Eid (30 mins each)</li> <li>- <b>Confirm date of Public Hearing / Listening Sessions - discuss and outline details</b></li> <li>- <b>Religious / Cultural Accommodation Policy process</b></li> </ul>
9/3	<ul style="list-style-type: none"> <li>- <b>METCO input from each District</b></li> <li>- Education from Faith Leader(s) - Jewish Holidays (30 mins)</li> <li>- <b>Review Family and Staff Survey questions after input, vote to send the survey</b></li> <li>- <b>Minutes from 7/24, 8/4 and 8/20</b></li> </ul>
9/17 or 9/18 (potential)	<ul style="list-style-type: none"> <li>- <b>Religious Accommodation Policy Discussion (? after faith leaders)</b></li> <li>- Discuss and review comparable District Religious Accommodation policies (should this be District specific and discussed within the Subcommittees?)</li> <li>- <b>Review initial Family and Staff Survey results</b></li> <li>- <b>Discuss Public Hearing / Listening Session</b></li> </ul>
Other:	<ul style="list-style-type: none"> <li>- What process have other districts used to review their calendars? I know some committee members have done this work but can it be shared in a single document -- perhaps anonymized since some information may be sensitive? Have other districts developed criteria for making decisions about which/if any holidays to include on the school calendar? Can we learn from their experience and can we develop some guidelines or frameworks to guide each district going forward (ie. beyond the specifics of particular holidays)?</li> </ul>

	<ul style="list-style-type: none"><li>- Discuss recommendations to the individual School Committees</li><li>- Tri-District Meeting (Nov)</li><li>- October public hearing / listening session (doodle sent 8/12)</li><li>- Extend timeline of work (f/u 8/7) - completed</li><li>- How can we include METCO in our fact finding and deliberative process? Should there be a METCO parent rep on this committee? Discussed on 8/4, requires follow up on 9/3</li></ul>
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