



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, September 3, 2025

7:00 PM

LOCATION

Remote Location

Dial In: 1 301 715 8592 - Webinar ID: 836 9413 9910

Live Link: <https://us02web.zoom.us/j/83694139910>

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. Jewish Faith Leader Presentation (Discussion) 30 Mins
 - i. Rabbi Yisroel Freeman
 - ii. Rabbi Joshua Breindel
 - iii. Rabbi Darby Leigh
 - b. Staff and Family Survey Draft (Discussion/Vote) 20 Mins
 - c. METCO Director Input (Discussion) 10 Mins
 - d. Listening Session Details (Discussion) 10 Mins
 - e. Rolling Agenda, Schedule, Goals and Future Agenda Items (Discussion) 15 Mins
 - f. Approve minutes from 7/24/2025, 8/7/2025, and 8/20/2025 (Discussion/Vote) 5 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: September 3, 2025

Agenda Item: 2a

Recommendation:

Jewish faith leader presentation and education from Rabbi Yisroel Freeman, Rabbi Joshua Breindel, and Rabbi Darby Leigh. Questions and answers to follow.

Background Information:

Attachments:

Compiled questions for Faith Leader

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: September 3, 2025

Agenda Item: 2b

Recommendation:

Move to approve the draft Family and Staff Survey, as presented or amended, to be reviewed by a third party for feedback.

Background Information:

Review and discuss the draft Family and Staff survey.

Attachments:

Draft Family and Staff survey

Member Sues 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 for the '26-'27 school year and beyond, and would like your input.

Approaches under consideration include:

- **Adding** Diwali, Eid al-Fitr, Eid al-Adha, and Lunar New Year as additional holidays .
- **Removing** Rosh Hashanah, Yom Kippur, and Good Friday (note: LPS observes Good Friday as a half day, not a no-school day).
- **Rotating** a small number of non-state/federal holidays each year from a shared pool.
- **Not changing** which days of observance are no-school days.

This short 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

Other opportunities for input include emailing your school committee members and an upcoming calendar review committee listening session, to be held in October.

Thank you for your participation.

1. What is your relationship to the school district?

What is your relationship to the schools and community?

(Check all that apply)

Parent/Guardian

- Lincoln Public Schools (LPS)
- Sudbury Public Schools (SPS)
- Lincoln-Sudbury Regional High School (LSRHS)

Staff/Educator

- LPS
- SPS
- LSRHS

Other

- None of the above

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

(Checkboxes – Select all that apply)

- PreK-4
- 5–8
- 9–12
- N/A

3. Where do you reside?

(Checkboxes – Select all that apply)

- Sudbury
- Lincoln
- Hanscom AFB
- Boston
- Other

4a. (parent/guardian) If school were in session on the following holidays, how would this affect attendance for your child/children?

Holiday	My child would stay home to observe	My child would attend but miss important observance	My child 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"/>

4b. (staff) If school were in session on the following holidays, how would this affect your attendance?

Holiday	I would stay home to observe	I would attend but miss important observance	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"/>

5. 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 in June / 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

6. Please indicate your level of support for each option:

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

- A. **Maintain** the current calendar without any changes (keep state and federal holidays, Rosh Hashanah, Yom Kippur, and Good Friday (½ day in LPS) 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** with no-school days for 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).

School Calendar Survey

Introduction & Instructions

Overview

The School Committees for **Lincoln Public Schools (LPS)**, **Sudbury Public Schools (SPS)**, and **Lincoln–Sudbury Regional High School (LSRHS)** are reviewing the **2026–2027 school calendar**, specifically how religious and cultural observances are handled. We would value your input.

- **Estimated time:** ~7 minutes
- **Who should respond:** Please answer based on your **primary role**. The survey will skip questions that do not apply to you.
- **Thank you** for participating.

Purpose

This survey is one of several ways our school committees are gathering feedback from staff, families, and community members. We are considering four approaches:

1. **Keep current non–state/federal closures** (Rosh Hashanah, Yom Kippur, Good Friday).
2. **Add closures** for additional religious/cultural observances (e.g., Diwali, Eid al-Fitr, Eid al-Adha, and Lunar New Year).
3. **Observe only state and federal holidays.**
4. **Rotate** a small number of non–state/federal observances each year.

Your input will help balance **equity, instructional continuity, and operational constraints**.

Confidentiality & Reporting

Responses are **anonymous**. Results will be reported in **aggregate** (totals/percentages). We may share summaries by broad groups (e.g., Families, Staff, Community), and we will **suppress small subgroups** to protect privacy. Open-ended comments may be summarized or quoted **without attribution**; personal details will be removed.

Key Notes for All Respondents

- **December 25 (Christmas Day)** is a **federal holiday**; under a “state/federal only” calendar, school would be closed on this date.
- Current non–state/federal school closures are **Rosh Hashanah, Yom Kippur, and Good Friday**.
- **Diwali, Lunar New Year, Eid al-Fitr, and Eid al-Adha** follow a **lunar calendar** and shift each year. If an observance falls on a **weekend**, the district would **not** close on the adjacent Friday or Monday; school would be in session on those weekdays. Because these dates rotate, an observance may occasionally occur during a week that already includes another non-instructional day.
- **Accommodations** (e.g., excused absences, flexible deadlines, avoiding major tests) are provided under the **Accommodations for Religious and Cultural Observances Policy** when school is in session on a major observance; other supports may be considered as appropriate.
- The district must meet a state-required minimum of **180 instructional days**. Adding a closure for an additional observance will require adding a student day elsewhere (for example, extending the school year or adjusting an existing break)

Section 1 – About You

Q1. What is your role? (Select one)

- Family of a student (SPS / LPS / LSRHS) – (Branch to Section 2)
- Staff (SPS / LPS / LSRHS) – (Branch to Section 3)
- Community member (no student/staff role) – (Branch to Section 4)

Q2. Primary school affiliation (Select all that apply)

- Sudbury Public Schools (SPS)
- Lincoln Public Schools (LPS)
- Lincoln Sudbury Regional High School (LSRHS)
- Other _____
- None

Q3. (Families only) Which grades are in your household? (Select all that apply)

- ☐ PreK
- ☐ K-2
- ☐ 3-5
- ☐ 6-8
- ☐ 9-12

Q4. (Optional) Which observances do you or your household typically observe? (Select all that apply)

- ☐ Rosh Hashanah
- ☐ Yom Kippur
- ☐ Good Friday
- ☐ Diwali
- ☐ Eid al-Fitr
- ☐ Eid al-Adha
- ☐ Lunar New Year
- ☐ Other: _____
- ☐ Prefer not to say

Section 2 – Families (Attendance Impact Matrix)

Q5. If school were in session on the dates below, how would this affect your child's attendance? (Select one per row)

Observance	Absent for observance	Attend but need accommodations	Attend with no conflict	Do not observe / N/A
Rosh Hashanah	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Yom Kippur	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good Friday	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diwali	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eid al-Fitr	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eid al-Adha	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lunar New Year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 3 – Staff (Coverage Impact Matrix)

Q6. If school were in session on the dates below, how would this affect your work schedule? (Select one per

row)

Observance	Would request absence	Would work but need accommodations	No conflict	Do not observe / N/A
Rosh Hashanah	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Yom Kippur	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good Friday	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diwali	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eid al-Fitr	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eid al-Adha	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lunar New Year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 4 – Community Members

No attendance/coverage questions for community respondents. Proceed to district-wide preferences.

Section 5 – Calendar Options & Fairness (All Respondents)

Definitions (used consistently across options):

- Closure = no school for students/staff.
- Open with accommodations = school day with excused absences and equitable supports (no major tests/assignments, flexible deadlines, no special school events).

Q7. Considering your own household, which calendar approach do you prefer? (Select one)

- Observe only state and federal holidays. Non-state/federal observances are school days with accommodations.
- Keep current non-state/federal closures (Rosh Hashanah, Yom Kippur, Good Friday). Other observances are school days with accommodations.
- Add closures for selected additional observances (e.g., Diwali, Eid al-Fitr, Eid al-Adha, Lunar New Year). Others remain school days with accommodations.
- Rotate a small number of non-state/federal observances each year; others remain school days with accommodations.

Q8. Thinking beyond your own household, which calendar approach best serves the district and broader community overall? (Select one)

- Observe only state and federal holidays.
- Keep current non-state/federal closures.
- Add closures for selected additional observances.
- Rotate a small number of non-state/federal observances each year.

Q9. Please rate your support for each approach (1 = Strongly disagree, 5 = Strongly agree).

- Keep current non-state/federal closures: 1 2 3 4 5
- Add closures for selected additional observances: 1 2 3 4 5
- Observe only state and federal holidays (includes December 25): 1 2 3 4 5
- Rotate a small number of non-state/federal observances each year: 1 2 3 4 5

Q10. Rank the approaches from most to least preferred (1–4).

- Keep current non-state/federal closures: _____
- Add closures for selected additional observances: _____
- Observe only state and federal holidays (includes December 25): _____
- Rotate a small number of non-state/federal observances each year: _____

Section 6 – Mitigations and Accommodations (All Respondents)

Q11. Which accommodations are essential on major observance days that are school days? (Select all that apply)

- ☐ Excused absences without penalty
- ☐ No tests/major assignments
- ☐ Flexible deadlines/make-ups
- ☐ Access to prayer/quiet space
- ☐ Avoid special events, during or after school (field trips, athletic events, music or theater performances, auditions, group photographs, graduation, etc.)
- ☐ Reschedule missed IEP/ student services

☐ Alternative quiet/study space during lunch and/or modified PE activity for students who are fasting

☐ Other: _____

Section 7 – Open Comments

Please avoid personal identifying details in your responses.

Q12. (Optional) Describe any specific conflicts you/your child have experienced with the current calendar.

(Applicable to family of a student and staff)

Answer:

Q13. (Optional) If you support adding/removing holidays, what outcomes matter most and why?

(Applicable to all: family of a student, staff, and community)

Answer:

Q14. (Optional) If school is in session on a day your household observes a religious or cultural holiday, what accommodations or supports would you recommend?

(Applicable to family of a student and staff)

Answer:

Tri-District Calendar Review Subcommittee Meeting

Date: September 3, 2025

Agenda Item: 2c

Recommendation:

Review and discuss

Background Information:

METCO Director input

Attachments:

Action:

Report:

Discussion: XX

Tri-District Calendar Review Subcommittee Meeting

Date: September 3, 2025

Agenda Item: 2d

Recommendation:

Review and discuss

Background Information:

Finalize details for the upcoming listening session tentatively scheduled for October 14, 2025

Attachments:

Action:

Report:

Discussion: XX

Tri-District Calendar Review Subcommittee Meeting

Date: September 3, 2025

Agenda Item: 2e

Recommendation:

Review and discuss

Background Information:

Review and discuss rolling agenda, schedule and future agenda items.

Attachments:

Action:

Report:

Discussion: XX

Tri-District Calendar Review Subcommittee Meeting

Calendar Review Rolling Agenda

MEETING DATES	AGENDA
7/24/2025	<ul style="list-style-type: none"> - Tri-District Calendar Alignment - Review comparable District Family Survey questions and discuss creating a list to bring back for the next meeting - Education from Faith Leader(s) - Absenteeism Data
8/7	<ul style="list-style-type: none"> - Discuss and review recommended Staff Survey questions - Discuss draft of Family Survey questions - Education from Faith Leader(s) - Review Dates for Public Hearing (Doodle sent on 7/27) - Follow up with Ravi / Chair discussion: ? extend timeline of the Charge, full Tri-District Committee meeting after Public Hearing / Listening Session
8/20	<ul style="list-style-type: none"> - Review Staff and Family Survey goals / draft, discuss next steps - Education from Faith Leader(s) - Diwali and Eid (30 mins each) - Confirm date of Public Hearing / Listening Sessions - discuss and outline details - Religious / Cultural Accommodation Policy process
9/3	<ul style="list-style-type: none"> - METCO input from each District - Education from Faith Leader(s) - Jewish Holidays (30 mins) - Review Family and Staff Survey questions after input, vote to send the survey - Listening Session - Minutes from 7/24, 8/4 and 8/20
9/17 or 9/18 (potential)	<ul style="list-style-type: none"> - Discuss and review comparable District Religious Accommodation policies (should this be District specific and discussed within the Subcommittees?) - Review feedback input: Family and Staff Survey - Religious Accommodation Policy Discussion (? after faith leaders) - Faith Leaders: Lunar NY, Christian Holidays
Other:	<ul style="list-style-type: none"> - Discuss schedule / upcoming meetings - 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

	<p>can we develop some guidelines or frameworks to guide each district going forward (ie. beyond the specifics of particular holidays)?</p> <ul style="list-style-type: none">- Discuss recommendations to the individual School Committees- Tri-District Meeting (Nov)- October public hearing / listening session (doodle sent 8/12, holding 10/14. Need to finalize details)- Extend timeline of work (f/u 8/7) - completed- 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
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Date: September 3, 2025

Agenda Item: 2f

Recommendation:

Motion to approve the Calendar Review Subcommittee meeting minutes from July 24, 2025, August 4, 2025 and August 20, 2025 as presented or amended.

Background Information:

Review and discuss Calendar Review Subcommittee meeting minutes from July 24, 2025, August 4, 2025 and August 20, 2025.

Attachments:

Action: XX

Report:

Discussion: XX

Tri-District Calendar Review Subcommittee Meeting Minutes
Thursday, July 24, 2025 - **DRAFT**
7:00PM
Zoom Meeting

Sudbury Calendar Review Subcommittee

Nicole Burnard
Elizabeth (Betsy) Sues
Brad Crozier, Superintendent, Sudbury

Lincoln Calendar Review Subcommittee

Kenneth (Ken) Lepage
Matina Madrick, Delegate

Lincoln Sudbury School Committee

Ravi Simon

Absent:

Lucy Maulsby, Lincoln - Sudbury
Jacob (Jake) Lehrhoff, Lincoln
Parry Graham, Superintendent, Lincoln
Dr. Andrew Stephens, Superintendent, LS

1. Chair Burnard opened the Calendar Review Subcommittee at 7:00 PM:

a. Roll Call Vote:

- | | | |
|------|----------------|-----|
| i. | Ravi Simon | Aye |
| ii. | Betsy Sues | Aye |
| iii. | Ken LePage | Aye |
| iv. | Nicole Burnard | Aye |

Vote: 4-0. Motion carries.

2. Public Comment:

- a. Safa Khan, Sudbury resident, representing the Muslim community. Ms. Khan shared knowledge on the timing of the Eid holidays and how they are calculated for future calendars. She also highlighted celebrating holidays is an opportunity for the community to come together in a positive way and to view the "no school day" as an opportunity for growth, not learning loss.

Matina Madrick, Lincoln Delegate, joined the meeting at 7:03pm.

3. Business and Policy

- a. The Calendar Subcommittee agreed to screenshare the agenda packet so the public can follow along. The absentee data from peer Districts celebrating only State and Federal holidays was presented and the Subcommittee discussed the results and offered feedback.

- b. The Subcommittee reviewed and discussed feedback from Superintendents Crozier and Stephens. Superintendent Crozier defined impact bargaining and how it relates to contractual agreements. Other discussions surrounding afterschool care coverage, food contracts and potential additional costs such as substitute teachers and bussing contracts.
- c. The Subcommittee reviewed and discussed the compiled list of faith leaders and agreed upon specific leaders to coordinate a future meeting. The subcommittee discussed and agreed upon the format of the meetings and potential meeting dates.
- d. Member Simon opened the discussion regarding the staff and family survey and shared some peer District feedback. The Subcommittee discussed the pros and cons of surveys, reviewed recent surveys and reports from Wellesley and Acton Boxborough. Next steps in developing draft survey questions, timing of sending the surveys, when to review the results and bring it back to the individual School Committees and potentially extending the end date of the Subcommittee charge were discussed. The draft survey questions will be brought back for the next meeting.
- e. Rolling agenda, goals and future agenda items were reviewed and discussed. The timing of a potential full Tri-District meeting, receiving METCO feedback and the differences between a public hearing and listening session were also discussed.

4. Meeting Minutes

- a. Chair Burnard made a motion to approve the meeting minutes from July 9, 2025 as presented or amended. Seconded by member Simon.

- i. Betsy Sues Aye
- ii. Ravi Simon Aye
- iii. Ken LePage Abstain
- iv. Nicole Burnard Aye

Vote 3-0. Motion carries.

5. Adjournment

- a. Chair Burnard motioned to adjourn the meeting at 8:56pm. Seconded by member Sues. Roll call vote:

- i. Betsy Sues Aye
- ii. Ravi Simon Aye
- iii. Ken LePage Aye

iv. Nicole Burnard Aye
Vote 4-0. Motion carries.

Respectfully submitted,

Nicole Burnard

Sudbury School Committee
Chair, Tri-District Calendar Review Subcommittee

Attachments:

Peer District Absentee Data
Administrative Data Review
Compiled Faith Leaders List
Wellesley Survey and Report
Acton-Boxborough Survey Report
Rolling agenda timeline
July 9, 2025 Meeting Minutes

Tri-District Calendar Review Subcommittee Meeting Minutes
Thursday, August 7, 2025 - **DRAFT**
7:00PM
Zoom Meeting

Sudbury Calendar Review Subcommittee

Elizabeth (Betsy) Sues
Karyn Jones, Delegate

Lincoln Calendar Review Subcommittee

Jacob (Jake) Lehroff
Kenneth (Ken) Lepage

Lincoln Sudbury School Committee

Ravi Simon
Lucy Maulsby
Dr. Andrew Stephens, Superintendent, LS

Absent:

Parry Graham, Superintendent, Lincoln
Nicole Burnard, Sudbury
Brad Crozier, Superintendent, Sudbury

1. Vice-Chair Lehroff opened the Calendar Review Subcommittee at 7:00 PM:

a. Roll Call Vote:

- | | | |
|------|---------------|-----|
| i. | Ravi Simon | Aye |
| ii. | Betsy Sues | Aye |
| iii. | Jacob Lehroff | Aye |
| iv. | Lucy Maulsby | Aye |

Vote: 4-0. Motion carries.

Due to technical difficulties, the meeting opened without video recording. The subcommittee took time to resolve the technical issues prior to opening up public comment at 7:13pm.

2. Public Comment:

- a. Manish Sharma, Sudbury resident, shared observations surrounding price gauging within restaurant industries and wanted to provide information in the event this topic is escalated to the FBI. Mr. Sharma also urged the three Districts to apply for grant funding citing each of the Districts have not received grant funding.
- b. Radha Gargeya, Sudbury resident and member of the Sudbury Select Board however speaking on his own personal behalf. Mr. Gargeya shared his background as a former Lincoln Sudbury School Committee member and the importance of making sure each student and staff member feel a sense of inclusion.

3. Business and Policy

- a. Vice-Chair Lehroff opened the staff and family survey discussion by discussing the goal of the survey and how they align with the subcommittees principles. He outlined data collection as the premise of the survey and the full subcommittee provided input into the type of data they would find most helpful to review.
- b. Discussions surrounding the goals ensued and each member provided feedback. Member Simon indicated in reviewing the questions it appeared members were not necessarily aligned in the information they were hoping to obtain from the survey. Further discussion and feedback around specific questions, introduction to the surveys and streamlining the questions in order to review data that may provide more insight into topics such as absentee data for current holidays celebrated by each District.
- c. The subcommittee discussed the purpose of the survey within the bigger process. Further discussion concerning the usefulness of the surveys, the data potentially not being representative of the community and the overall margin of error in the survey data being misleading was deliberated. The subcommittee agreed the questions should be deliberate, there needs to be an introduction to the survey so the community understands the impact of their answers and are making informed decisions.
- d. Other items discussed by the subcommittee encompassed accommodation policies, the need for potentially having someone with more experience in surveys review our questions to ensure it aligns with the data we would like to receive and analyze, ranking versus scaling questions, and keeping the survey limited to five to seven questions.
- e. Member Simon updated the subcommittee on scheduling the faith leaders for an upcoming meetings.
- h. Vice-Chair Lehroff reviewed the doodle poll and the subcommittee agreed on future meeting dates. The first meeting in September was scheduled for September 3, 2025. A potential meeting date on September 17 or 18 was discussed and potentially September 17 would work however we're waiting on responses from additional faith leaders.
- i. The rolling agenda was reviewed and discussed. Mr. Simon gave an update on extending the timeline of the charge and coordinating a full Tri-District meeting potentially for November. The subcommittee will try and coordinate a listening session / public hearing for October.

4. Adjournment

Vice-Chair Lehroff called for a motion to adjourn the Calendar Review Subcommittee at 8:36 PM.

Seconded by Betsy Sues.

a. Roll Call Vote:

- | | | |
|------|---------------|-----|
| i. | Ravi Simon | Aye |
| ii. | Betsy Sues | Aye |
| iii. | Jacob Lehroff | Aye |
| iv. | Lucy Maulsby | Aye |

Vote: 4-0. Motion carries.

Respectfully submitted,

Nicole Burnard

Sudbury School Committee
Chair, Tri-District Calendar Review Subcommittee

Attachments:

Draft Calendar Survey Questions
Compiled Faith Leader Questions
Faith Leader Email
Doodle Poll Results
Administrative Timeline Review

Tri-District Calendar Review Subcommittee Meeting Minutes
Wednesday, August 20, 2025 - **DRAFT**
7:00PM
Zoom Meeting

Sudbury Calendar Review Subcommittee

Nicole Burnard
Elizabeth (Betsy) Sues
Michael O'Brien, Director of Technology

Lincoln Calendar Review Subcommittee

Jacob Lehroff
Kenneth (Ken) Lepage

Lincoln Sudbury School Committee

Ravi Simon
Lucy Maulsby
Dr. Andrew Stephens, Superintendent, LS

Absent:

Brad Crozier, Superintendent, Sudbury
Parry Graham, Superintendent, Lincoln

1. Chair Burnard opened the Calendar Review Subcommittee at 7:03 PM:

a. Roll Call Vote:

- | | | |
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| i. | Ravi Simon | Aye |
| ii. | Betsy Sues | Aye |
| iii. | Jacob Lehroff | Aye |
| iv. | Nicole Burnard | Aye |

Vote: 4-0. Motion carries.

2. Public Comment:

- a. Dr. Shashi Dwarakanath, Andover resident, educating the subcommittee on Diwali. Dr. Dwarakanath provided three key points for Diwali: the preparation, the worship, and the celebration. She further outlined in detail the three key aspects of the holiday. Chair Burnard informed Dr. Dwarakanath her three minutes of public comment was up, however she is slated to present to the committee during the agenda topic.

Ken Lepage acknowledged his presence at 7:10pm.

- b. Akumayan Nafil, resident of Hanscom Air Force Base, noting he has two daughters and a wife and part of the Muslim community.

Lucy Maulsby acknowledged her presence at 7:13pm.

3. Business and Policy

- a. Dr. Shashi Dwarakanath, Dr. Abhaya Asthana, and Giri Bharathan Ji joined as panelists to the meeting to educate the subcommittee on Diwali.

i. Dr. Shashi Dwarakanath, a resident of Andover, opened the discussion by providing three key points for Diwali: the preparation, the worship, and the celebration. She further elaborated on the details of each aspect and noted that Diwali is the festival of lights and celebrated by Hindus, Jains, Sikhs, and some Buddhists. Among others, Diwali encompasses traditions such as fireworks, special foods, and lighting of the lamps. She noted the symbolism of the Diwali such as cleansing the home and oil baths and spoke to the holiday honoring the philosophy of life.

ii. Dr. Abhaya Asthana, a resident of Framingham and is the chairman of the new Hindu Center in Billerica, followed with educating the subcommittee indicating he grew up in the northern part of India. Dr. Dwarakanath shared her childhood experience of growing up in the southern part of India. He stated Deepavali, known as Diwali, translates to the "row of lights" and described in great detail the making and significance of a diya. He stated Diwali, for many, mark the beginning of the new year. He noted Diwali is a five day festival with the third day being the biggest celebration and stressed the importance of practicing and experiencing the spiritual tradition through prayer, reflection and celebration.

iii. Giri Bharathan Ji, a resident of North Billerica and a teacher of an ancient language, sanskrit and assisting with the Hindu Temple and Community Center in Billerica. Mr. Bharathan shared his experience growing up in southern India. He shared some common observances as well as some variations and the sense of belonging when students have the ability to celebrate without academic pressures.

iv. Questions and answers by the subcommittee included clarity around the five day celebration and which day students would celebrate and parents taking off the holiday should students have the day off. The subcommittee members expressed gratitude to the faith leaders for taking the time to join the meeting.

- b. Mahmood Al-Hafeed and Faiza Khan joined as panelists to educate and present to the subcommittee on Eid al-Fitr and Eid al-Adha religious holidays.

i. Mahmood Al-Hafeed, a resident of Weston and affiliated with the Islamic Center of Boston located in Wayland, started the discussion by outlining

the two major Eid holidays and their meaning. He described additional details of Eid al-Fitr stating it's a month long fast and practice of discipline. The holiday lasts three days and begins at the end of the fasting month. Eid al-Adha he described as a ten day ritual, a very humble experience, where everyone joins in the pilgrimage and rituals. He went on to inform the subcommittee that the Eid holidays follows a specific calendar and the date differs from year to year however it can be calculated well in advance.

ii. Faiza Khan, a resident of Brookline and the president of the Islamic Center of Boston in Wayland, began her highlighting diversity, inclusion and the belonging of students. She noted Muslim students may feel "othered" because their holidays are not a day off and unable to share their cultural experiences with peers. Ms. Khan noted the academic, social, and athletic pressures of students when a holiday is not a day off. When describing the prayers, she stated most prayers begin in the morning from seven to eleven thirty. She spoke about the struggles of fasting while attending school and meeting academic demands. She acknowledged accommodations are difficult if school remains in session because engagement with the school falls on the family to ensure student success.

iii. Questions concerning fasting for students and how it impacts their day at school were answered by the faith leaders.

- c. Vice-Chair Lehroff presented the draft survey family and staff survey. He opened the discussion by collectively capturing all of the input and considerations from the August 7, 2025 meeting. The draft survey was presented and initial feedback from members were given with continued emphasis that more feedback from an expert creating surveys would be beneficial. Dr. Stephens provided some administration feedback and member Sues shared a draft of edits during the meeting. Additional discussions surrounding adding information for a public hearing / listening session to the survey, gathering additional administrative feedback and soliciting an outside expert to review the survey was discussed. The subcommittee agreed upon next steps and the draft survey will be brought back for our next meeting on September 3, 2025. Superintendent Stephens left the meeting at 9:24pm.
- d. Member Simon gave a brief update to the Calendar Review Subcommittee after Lincoln-Sudbury met to discuss updating their religious accommodation. There was a brief discussion questioning if this was part of the Calendar Review Subcommittee charge or up to the individual School Committees to write their own policy.

- e. The subcommittee discussed the date of the public hearing / listening session. Concerns around the sensitive nature of the topic and allowing an open dialogue during a public hearing / listening ensued. The Subcommittee agreed to tentatively hold October 14, 2025 and bring back the discussion to finalize details.
- f. The rolling agenda was discussed and updated.

4. Adjournment

- a. Chair Burnard motioned to adjourn the meeting at 9:47pm. Mr. Simon seconded the motion. Roll call vote:
 - i. Betsy Sues Aye
 - ii. Jake Lehroff Aye
 - iii. Ravi Simon Aye
 - iv. Lucy Maulsby Aye
 - v. Nicole Burnard Aye
 - vi. Ken LePage Aye

Vote 6-0. Motion carries.

Respectfully submitted,

Nicole Burnard

Sudbury School Committee
Chair, Tri-District Calendar Review Subcommittee

Attachments:

Compiled Faith Leader Questions
Staff and Family Survey Draft
Rolling agenda timeline