AGENDA and NOTICE
CALENDAR REVIEW SUBCOMMITTEE MEETING

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

Tri-District Calendar Review Subcommittee Meeting
Wednesday, October 1, 2025
7:00 p.m.

<u>**Location**</u>
Remote Location
Webinar ID: 821 8149 5508
Live Link: https://us02web.zoom.us/j/82181495508

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. Lunar New Year Presentation   (Discussion)   20 Mins
      i. Dottie Tang
   b. Final Listening Session Details   (Discussion)   10 Mins
   c. Agnostic Holidays   (Discussion)   10 Mins
   d. Mock Calendars for Tri-District School Committee Meeting (Discussion)   10 Mins
   e. Preliminary Survey Discussion   (Discussion)   5 Mins
   f. Rolling Agenda, Schedule, and Future Agenda Items   (Discussion)   5 Mins
   g. Approve minutes from 9/17/2025   (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**, October 6, 2025*

Tri-District Calendar Review Subcommittee Meeting

Date: October 1, 2025

Agenda Item: 2a

Recommendation:

Lunar New Year presentation and education from Dottie Tang.

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: October 1, 2025

Agenda Item: 2b

Recommendation:

Review and discuss final listening session details.

Background Information:

Plan for upcoming Listening Session on October 14, 2025.

Attachments:

Listening Session Item list
Room Configuration

Action: **Report:** **Discussion: XX**

LISTENING SESSION DETAILS
Wednesday, October 14 @ 7pm / Hybrid
Fairbank Senior Center Room 126

1. ## Room configuration

   a. Number of attendees (zoom vs in-person)
   b. Request SPD?
   c. Signage for the listening session with room number
   d. Do we need to set up / break down the room?
   e. Do we need a monitor to ensure attendees remain in the general area?

2. ## Listening session details

   a. How much time do we want to allot each speaker?
   b. Should we alternate in person with online attendees?
   c. Everyone gets to speak once prior to a person speaking twice
   d. Vote to extend the session at the 45 minute mark or make meeting longer based on the number of current registrations
   e. Do we want to limit the session time in any way?
   f. Split meeting minute duties and tracking/calling on attendees
   g. Keep it just a listening session or do we have a need to add business matters to follow the listening session?

Fit
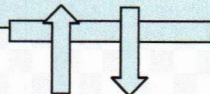
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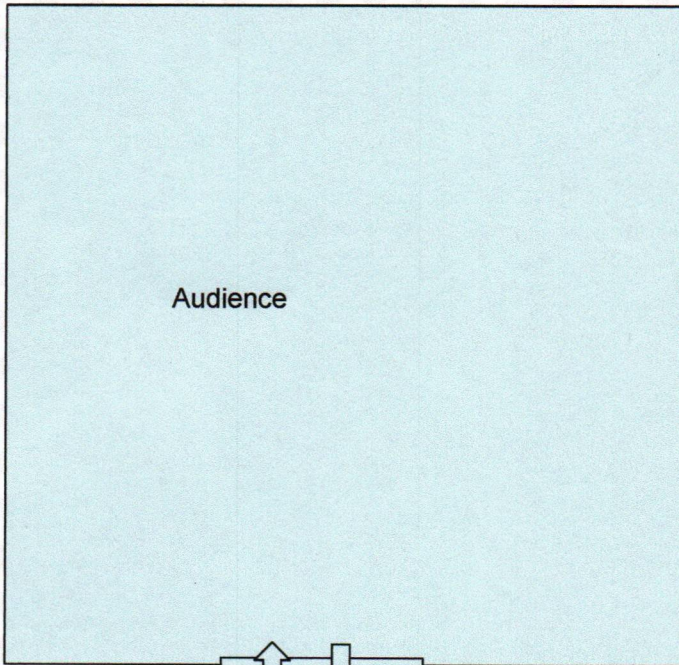
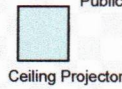Public Comment Spot

Audience

Ceiling Projector
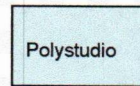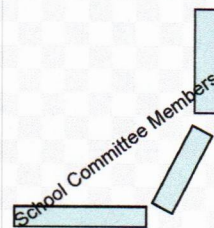
School Committee Members

Projection Screen

Tri-District Calendar Review Subcommittee Meeting

Date: October 1, 2025

Agenda Item: 2c

Recommendation:

Discuss agnostic holidays

Background Information:

Requested as a future agenda item.

Attachments:
Agnostic Information

Action: Report: Discussion: XX

Summary of NSBA Guidance on School Holiday Recognition

The National School Boards Association (NSBA) has not issued a binding policy for public schools religious observances, but has provided resources for school boards and administrators to understand constitutional constraints and best practices.

Constitutional and Legal Compliance

NSBA emphasizes that public schools must comply with the Establishment Clause of the First Amendment, which requires governmental neutrality toward religion. Decisions about recognizing holidays should be grounded in state and federal law, not religious tradition. Recognizing only federal and state holidays provides clarity and reduces risk of legal challenge related to endorsement of a particular faith.

Practical and Administrative Considerations

NSBA notes that decisions about school closures should prioritize operational factors. Attendance data is a key consideration: if large portions of the student body and staff are likely to be absent, districts may consider closure. Otherwise, maintaining the school schedule supports instructional time and continuity. Using attendance thresholds rather than religious observances ensures decisions are made based on objective, secular data.

Individual Religious Accommodation

NSBA recommends providing individual accommodations rather than systemic closures for specific religious observances, NSBA highlights that districts can support individual students' and staff members' rights by providing excused absences for religious observance. This approach respects diverse faith practices while keeping the overall school calendar consistent. Policies should be transparent, equitable, and applied consistently across all religions.

Summary of MA DESE Guidance on School Holiday Recognition

School committees have discretion over the school calendar but must comply with state law.

Massachusetts General Laws, Chapter 4 Section 7, requires that all public offices, including public schools, must be closed on statewide legal holidays.

Massachusetts General Laws, Chapter 151B, Section 4(1A) and Chapter 151C, Section 2B, requires that students and employees be excused from school, without penalty, if they miss school for religious observances.

Massachusetts Department of Elementary and Secondary Education (DESE) advises that calendar decisions consider educational time-on-learning requirements and consistency across the school year.

References

National School Boards Association (NSBA). "Legal Issues: Religion in the Schools" / "Religion: Legal Pointers for Public Schools."
https://www.nsba.org/

Massachusetts General Laws

https://malegislature.gov/Laws/GeneralLaws/

Massachusetts Department of Elementary and Secondary Education (DESE). "School Year and School Day Requirements."
https://www.doe.mass.edu

Tri-District Calendar Review Subcommittee Meeting

Date: October 1, 2025

Agenda Item: 2d

Recommendation:

Review and discuss creating a draft of the rotating calendar to be presented during the October 29, 2025 meeting.

Background Information:

Mock calendars plan to be presented at the Tri-District meeting, the Subcommittee needs to finalize the rotating mock calendar.

Attachments:

Action: Report: Discussion: XX

	Students' Last Day of School - Assuming No Snow Days									
		Discussed at ACTF October 9				Discussed at ACTF October 24			ACTF Recommendation	New	New
					Rotating Model 1: All Holidays Rotate for Max of 3 Holidays	Rotating Model 2: 2 Static + 1 Rotating for Max of 3 Holidays				Rotating Model 3: 3 Static + 1 Rotating for Max of 4 Holidays	Rotating Model 4: 4 Static + 1 Rotating for Max of 4 Holidays
	Federal/State Holidays	6 Religious & Cultural Holidays	3 Prior Holidays (Rosh Hashanah, Yom Kippur, Good Friday)	3 Static Holidays (Rosh Hashanah/Yom Kippur, Good Friday)	3 Rotating Holidays (Rosh Hashanah, Yom Kippur, Eid Al-Fitr, Lunar New Year, Diwali or Good Friday)	2 Static Holidays (Rosh Hashanah & Yom Kippur) + 1 Rotating (Eid Al-Fitr, Lunar New Year, Diwali or Good Friday)	4 Static Holidays (Rosh Hashanah, Yom Kippur, Eid Al-Fitr, Lunar New Year)	4 Static Holidays (Rosh Hashanah, Yom Kippur, Eid Al-Fitr/Eid al-Adha, Lunar New Year)	3 Static Holidays (Rosh Hashanah, Yom Kippur & Good Friday) + 1 Rotating (Diwali, Eid Al-Fitr or Lunar New Year)	4 Static Holidays (Rosh Hashanah, Yom Kippur, Eid Al-Fitr & Good Friday) + 1 Rotating (Lunar New Year or Diwali)
2024-2025		June 18								
2025-2026	June 10	June 17	June 15	June 12	June 15	June 15	June 15	June 15	June 16	June 16
2026-2027	June 15	June 21	June 17	June 17	June 21	June 21	June 17	June 17	June 21	June 21
2027-2028	June 12	June 15	June 13	June 14	June 15	June 15	June 13	June 14	June 15	June 15
2028-2029	June 11	June 18	June 13	June 14	June 14	June 14	June 14	June 14	June 14	June 15
2029-2030	June 11	June 17	June 13	June 13	June 14	June 14	June 14	June 14	June 14	June 14
2030-2031	June 10	June 16	June 12	June 13	June 13	June 13	June 13	June 13	June 13	June 16
2031-2032	June 9	June 16	June 11	June 14	June 14	June 14	June 14	June 14	June 14	June 15
2032-2033	June 13	June 21	June 15	June 16	June 16	June 16	June 16	June 16	June 16	June 17
2033-2034	June 12	June 15	June 14	June 14	June 15	June 15	June 14	June 14	June 15	June 15
2034-2035	June 11	June 15	June 13	June 14	June 14	June 14	June 14	June 14	June 14	June 15

Holidays that Fall on Weekends/Breaks/Mandated Holidays	
2024-2025	Yom Kippur (weekend)
2025-2026	Lunar New Year (during February break)
2026-2027	Rosh Hashanah, Diwali, Lunar New Year (all weekends)
2027-2028	Rosh Hashanah (weekend), Yom Kippur (Indigenous Peoples' Day), Eid Al-Fitr (weekend)
2028-2029	Yom Kippur (weekend)
2029-2030	Lunar New Year (weekend), Good Friday (during April break)
2030-2031	Rosh Hashanah, Diwali (both weekends)
2031-2032	Yom Kippur (weekend)
2032-2033	Rosh Hashanah (Labor Day)
2033-2034	Rosh Hashanah, Diwali, Lunar New Year (all weekends)
2034-2035	Yom Kippur (weekend), Diwali (Veterans' Day)

Last day for teachers will be after Juneteenth

Eid al-Fitr and Lunar New Year fall within week prior to February break

Last Student Day of School with No Snow Days	
2014-2015	June 12
2015-2016	June 17
2016-2017	June 15
2017-2018	June 13
2018-2019	June 13
2019-2020	June 15
2020-2021	June 17
2021-2022	June 16
2022-2023	June 15
2023-2024	June 12

Rotating Model 1: All Holidays Rotate for Max of 3 Holidays (Column F on Overview Tab)

Year	School Closed in Observance of Holiday	Holiday on Weekend/Break/Other Mandated Holiday	Holiday with School in Session	Non-Mandated School Holidays	Rotation Considerations
2025-2026	Jewish Holiday, Good Friday, Eid al-Fitr	Lunar New Year	Jewish Holiday, Diwali	3	Only one Jewish holiday as No School day each school year
2026-2027	Yom Kippur, Good Friday, Eid al-Fitr	Rosh Hashanah, Diwali, Lunar New Year	None	3	N/A
2027-2028	Diwali, Lunar New Year, Good Friday	Rosh Hashanah, Yom Kippur, Eid al-Fitr	None	3	N/A
2028-2029	Rosh Hashanah, Good Friday, Eid al-Fitr	Yom Kippur	Lunar New Year, Diwali	3	LNY & Eid occur week prior to Feb. break, school in session for continuity
2029-2030	Jewish Holiday, Diwali, Eid al-Fitr	Lunar New Year, Good Friday	Jewish Holiday	3	Only one Jewish holiday as No School day each school year
2030-2031	Yom Kippur, Eid al-Fitr, Good Friday	Rosh Hashanah, Diwali	Lunar New Year	3	For School Committee Discussion
2031-2032	Rosh Hashanah, Good Friday, Eid al-Fitr	Yom Kippur	Lunar New Year, Diwali	3	For School Committee Discussion
2032-2033	Yom Kippur, Good Friday, Eid al-Fitr	Rosh Hashanah	Lunar New Year, Diwali	3	For School Committee Discussion
2033-2034	Yom Kippur, Eid al-Fitr, Good Friday	Rosh Hashanah, Diwali, Lunar New Year	None	3	N/A
2034-2035	Rosh Hashanah, Lunar New Year, Eid al-Fitr	Yom Kippur, Diwali	Good Friday	3	For School Committee Discussion

Diwali Off: 6/10 Years
One Jewish Holiday: 10/10 Years
Two Jewish Holidays: 8/10 Years
Eid al-Fitr Off: 10/10 Years
Good Friday Off: 9/10 Years
Lunar New Year Off: 6/10 Years

Eid al-Fitr and Lunar New Year fall within week prior to February break

Rotating Model 2: 2 Static + 1 Rotating for Max of 3 Holidays (Column G on Overview Tab)

Year	School Closed in Observance of Holiday	Holiday on Weekend/Break/Other Mandated Holiday	Holiday with School in Session	Non-Mandated School Holidays	Rotation Considerations
2025-2026	Rosh Hashanah, Yom Kippur, Eid al-Fitr	Lunar New Year	Good Friday, Diwali	3	RH and YK are on weekdays, so school is in session on Diwali for continuity
2026-2027	Yom Kippur, Eid al-Fitr, Good Friday	Rosh Hashanah, Diwali, Lunar New Year	None	3	N/A
2027-2028	Diwali, Lunar New Year, Good Friday	Rosh Hashanah, Yom Kippur, Eid al-Fitr	None	3	N/A
2028-2029	Rosh Hashanah, Diwali, Yom Kippur	Yom Kippur	Eid al-Fitr, Lunar New Year	3	LNY & Eid occur week prior to Feb. break, school in session for continuity
2029-2030	Rosh Hashanah, Yom Kippur, Eid al-Fitr	Lunar New Year, Good Friday	Diwali	3	RH and YK are on weekdays, so school is in session on Diwali for continuity
2030-2031	Yom Kippur, Eid al-Fitr, Lunar New Year	Rosh Hashanah, Diwali	Good Friday	3	For School Committee Discussion
2031-2032	Rosh Hashanah, Eid al-Fitr, Lunar New Year	Yom Kippur	Good Friday, Diwali	3	For School Committee Discussion
2032-2033	Yom Kippur, Eid al-Fitr, Good Friday	Rosh Hashanah	Lunar New Year, Diwali	3	For School Committee Discussion
2033-2034	Yom Kippur, Eid al-Fitr, Good Friday	Rosh Hashanah, Diwali, Lunar New Year	None	3	N/A
2034-2035	Rosh Hashanah, Eid al-Fitr, Good Friday	Yom Kippur, Diwali	Lunar New Year	3	For School Committee Discussion

Diwali Off: 6/10 Years
Rosh Hashanah Off: 10/10 Years
Yom Kippur Off: 10/10 Years
Eid al-Fitr Off: 9/10 Years
Good Friday Off: 7/10 Years
Lunar New Year Off: 7/10 Years

Eid al-Fitr and Lunar New Year fall within week prior to February break

Rotating Model 3: 3 Static + 1 Rotating for Max of 4 Holidays (Column J on Overview Tab)

Year	School Closed in Observance of Holiday	Holiday on Weekend/Break/Other Mandated Holiday	Holiday with School in Session	Non-Mandated School Holidays	Rotation Considerations
2025-2026	Rosh Hashanah, Yom Kippur, Eid al-Fitr, Good Friday	Lunar New Year	Diwali	4	RH and YK are on weekdays, so school is in session on Diwali for continuity
2026-2027	Yom Kippur, Eid al-Fitr, Good Friday	Rosh Hashanah, Diwali, Lunar New Year	None	3	N/A
2027-2028	Diwali, Lunar New Year, Good Friday	Rosh Hashanah, Yom Kippur, Eid al-Fitr	None	3	N/A
2028-2029	Rosh Hashanah, Diwali, Good Friday	Yom Kippur	Lunar New Year, Eid al-Fitr	3	LNY & Eid occur week prior to Feb. break, school in session for continuity
2029-2030	Rosh Hashanah, Yom Kippur, Eid al-Fitr	Lunar New Year, Good Friday	Diwali	3	RH and YK are on weekdays, so school is in session on Diwali for continuity
2030-2031	Yom Kippur, Eid al-Fitr, Good Friday	Rosh Hashanah, Diwali	Lunar New Year	3	School in Session on Diwali in prior year, so No School this year
2031-2032	Rosh Hashanah, Eid al-Fitr, Good Friday	Yom Kippur	Diwali, Lunar New Year	3	For School Committee Discussion
2032-2033	Yom Kippur, Eid al-Fitr, Good Friday	Rosh Hashanah	Diwali, Lunar New Year	3	For School Committee Discussion
2033-2034	Yom Kippur, Eid al-Fitr, Good Friday	Rosh Hashanah, Diwali, Lunar New Year	None	3	N/A
2034-2035	Rosh Hashanah, Good Friday, Lunar New Year	Yom Kippur, Diwali	Eid al-Fitr	3	Corrected on 12/5; extra rotating holiday included on previous version

Diwali Off: 6/10 Years
Rosh Hashanah Off: 10/10 Years
Yom Kippur Off: 10/10 Years
Eid al-Fitr Off: 8/10 Years
Good Friday Off: 10/10 Years
Lunar New Year Off: 6/10 Years

Eid al-Fitr and Lunar New Year fall within week prior to February break

Rotating Model 4: 4 Static + 1 Rotating for Max of 4 Holidays (Column K in Overview Tab)

Year	School Closed in Observance of Holiday	Holiday on Weekend/Break/Other Mandated Holiday	Holiday with School in Session	Non-Mandated School Holidays	Rotation Considerations
2025-2026	Rosh Hashanah, Yom Kippur, Eid al-Fitr, Good Friday	Lunar New Year	Diwali	4	RH and YK are on weekdays, so school is in session on Diwali for continuity
2026-2027	Yom Kippur, Eid al-Fitr, Good Friday	Rosh Hashanah, Diwali, Lunar New Year	None	3	N/A
2027-2028	Diwali, Lunar New Year, Good Friday	Rosh Hashanah, Yom Kippur, Eid al-Fitr	None	3	N/A
2028-2029	Rosh Hashanah, Diwali, Good Friday, Eid al-Fitr	Yom Kippur	Lunar New Year	4	LNY & Eid occur week prior to Feb. break, school in session for continuity
2029-2030	Rosh Hashanah, Yom Kippur, Eid al-Fitr	Lunar New Year, Good Friday	Diwali	3	RH & YK are on weekdays; so school in session on Diwali for continuity
2030-2031	Yom Kippur, Eid al-Fitr, Lunar New Year, Good Friday	Rosh Hashanah, Diwali	None	4	N/A
2031-2032	Rosh Hashanah, Eid al-Fitr, Lunar New Year, Good Friday	Yom Kippur	Diwali	4	For School Committee Discussion
2032-2033	Yom Kippur, Eid al-Fitr, Good Friday, Diwali	Rosh Hashanah	Lunar New Year	4	For School Committee Discussion
2033-2034	Yom Kippur, Eid al-Fitr, Good Friday	Rosh Hashanah, Diwali, Lunar New Year	None	3	N/A
2034-2035	Rosh Hashanah, Eid al-Fitr, Good Friday, Lunar New Year	Yom Kippur, Diwali	None	4	N/A

Diwali Off: 7/10 Years
Rosh Hashanah Off: 10/10 Years
Yom Kippur Off: 10/10 Years
Eid al-Fitr Off: 10/10 Years
Good Friday Off: 10/10 Years
Lunar New Year Off: 8/10 Years

Eid al-Fitr and Lunar New Year fall within week prior to February break

	Federal/State Holidays	6 Religious & Cultural Holidays	3 Prior Holidays (Rosh Hashanah, Yom Kippur, Good Friday)	3 Static Holidays (Rosh Hashanah/Yom Kippur, Eid Al-Fitr, Lunar New Year)	Rotating Model 1: All Holidays Rotate for Max of 3 Holidays — 3 Rotating Holidays (Rosh Hashanah, Yom Kippur, Eid Al-Fitr, Lunar New Year, Diwali or Good Friday)	Rotating Model 2: 2 Static + 1 Rotating for Max of 3 Holidays — 2 Static Holidays (Rosh Hashanah & Yom Kippur) + 1 Rotating (Eid Al-Fitr, Lunar New Year, Diwali or Good Friday)	4 Static Holidays (Rosh Hashanah, Yom Kippur, Eid Al-Fitr, Lunar New Year)	4 Static Holidays (Rosh Hashanah, Yom Kippur, Eid Al-Fitr/Eid al-Adha, Lunar New Year)	Rotating Model 3: 3 Static + 1 Rotating for Max of 4 Holidays — 3 Static Holidays (Rosh Hashanah, Yom Kippur & Good Friday) + 1 Rotating (Diwali, Eid Al-Fitr or Lunar New Year)	Rotating Model 4: 4 Static + 1 Rotating for Max of 4 Holidays — 4 Static Holidays (Rosh Hashanah, Yom Kippur, Eid Al-Fitr & Good Friday) + 1 Rotating (Lunar New Year or Diwali)
Rosh Hashanah	School in Session	No School Day	No School Day	No School Day	Rotates (No School 10/10 years)	No School Day	No School Day	No School Day	No School Day	No School Day
Yom Kippur	School in Session	No School Day	No School Day	School in Session, unless Rosh Hashanah falls on weekend or mandated holiday	Rotates (No School 8/10 years)	No School Day	No School Day	No School Day	No School Day	No School Day
Diwali	School in Session	No School Day	School in Session	School in Session	Rotates (No School 6/10 years)	Rotates (No School 6/10 years)	School in Session	School in Session	Rotates (No School 6/10 years)	Rotates (No School 7/10 years)
Lunar New Year	School in Session	No School Day	School in Session	No School Day	Rotates (No School 6/10 years)	Rotates (No School 7/10 years)	No School Day	No School Day	Rotates (No School 6/10 years)	Rotates (No School 8/10 years)
Eid al-Fitr	School in Session	No School Day	School in Session	No School Day	Rotates (No School 10/10 years)	Rotates (No School 9/10 years)	No School Day	No School Day; if on weekend or mandated holiday, replaced with Eid al-Adha	Rotates (No School 9/10 years)	No School Day
Good Friday	School in Session	No School Day	No School Day	School in Session	Rotates (No School 9/10 years)	Rotates (No School 7/10 years)	School in Session	School in Session	No School Day	No School Day

Federal/State Holidays	6 Religious & Cultural Holidays	3 Prior Holidays (Rosh Hashanah, Yom Kippur, Good Friday)	3 Static Holidays (Rosh Hashanah/Yom Kippur, Eid Al-Fitr, Lunar New Year)	Rotating Model 1: All Holidays Rotate for Max of 3 Holidays — 3 Rotating Holidays (Rosh Hashanah, Yom Kippur, Eid Al-Fitr, Lunar New Year, Diwali or Good Friday)	Rotating Model 2: 2 Static + 1 Rotating for Max of 3 Holidays — 2 Static Holidays (Rosh Hashanah & Yom Kippur) + 1 Rotating (Eid Al-Fitr, Lunar New Year, Diwali or Good Friday)	4 Static Holidays (Rosh Hashanah, Yom Kippur, Eid Al-Fitr, Lunar New Year)	4 Static Holidays (Rosh Hashanah, Yom Kippur, Eid Al-Fitr/Eid al-Adha, Lunar New Year)	Rotating Model 3: 3 Static + 1 Rotating for Max of 4 Holidays — 3 Static Holidays (Rosh Hashanah, Yom Kippur & Good Friday) + 1 Rotating (Diwali, Eid Al-Fitr or Lunar New Year)	Rotating Model 4: 4 Static + 1 Rotating for Max of 4 Holidays — 4 Static Holidays (Rosh Hashanah, Yom Kippur, Eid Al-Fitr & Good Friday) + 1 Rotating (Lunar New Year or Diwali)
Removed from Consideration Due To:	Removed from Consideration Due To:	Removed from Consideration Due To:	Removed from Consideration Due To:	Removed from Consideration Due To:	Favored by ACTF Due To:	Favored by ACTF Due To:	Favored by ACTF Due To:	Not Discussed by ACTF	Not Discussed by ACTF
Easter Sunday, Christmas Day and Christmas Eve will never be school days making Federal/State model seem less balanced	Preference to strike a balance between community members asking for no religious and cultural holidays and those citing the extreme importance of observing certain religious holidays with a No School day	Growing population of community members observing Lunar New Year	Desire for both Rosh Hashanah and Yom Kippur to remain as No School days given easement agreement, long-term partnership with TBE, acknowledgement of current climate and consensus around need of no school to observe the holiday	Desire for both Rosh Hashanah and Yom Kippur to remain as No School days given easement agreement, long-term partnership with TBE, acknowledgement of current climate and consensus around need of no school to observe the holiday	Desire for both Rosh Hashanah and Yom Kippur to remain as No School days given easement agreement, long-term partnership with TBE, acknowledgement of current climate and consensus around need of no school to observe the holiday	Desire for both Rosh Hashanah and Yom Kippur to remain as No School days given easement agreement, long-term partnership with TBE, acknowledgement of current climate and consensus around need of no school to observe the holiday	Desire for both Rosh Hashanah and Yom Kippur to remain as No School days given easement agreement, long-term partnership with TBE, acknowledgement of current climate and consensus around need of no school to observe the holiday		
Desire for both Rosh Hashanah and Yom Kippur to remain as No School days given easement agreement, long-term partnership with TBE, acknowledgement of current climate and consensus around need of no school to observe the holiday	Desire to end school before Juneteenth	Growing population observing Eid al-Fitr, current climate, and consensus around need for no school to observe the holiday			Growing population of community members observing Lunar New Year	Growing population of community members observing Lunar New Year	Growing population of community members observing Lunar New Year		
Staffing Concerns on Good Friday	More than 3 non-mandated holidays in a year increases continuity and childcare concerns				Growing population observing Eid al-Fitr, current climate, and consensus around need for no school to observe the holiday	Growing population observing Eid al-Fitr, current climate, and consensus around need for no school to observe the holiday	Growing population observing Eid al-Fitr, current climate, and consensus around need for no school to observe the holiday		
	Note: Some ACTF members favored this model due to sense of belonging reported by students, staff and families				Less consensus around need for no school holiday for Good Friday, esp. among parents/caregivers, teachers/staff	Less consensus around need for no school holiday for Good Friday, esp. among parents/caregivers, teachers/staff	Less consensus around need for no school holiday for Good Friday, esp. among parents/caregivers, teachers/staff		
					Smaller population and less consensus on need for Diwali as no school holiday	Smaller population and less consensus on need for Diwali as no school holiday	Smaller population and less consensus on need for Diwali as no school holiday		

Tri-District Calendar Review Subcommittee Meeting

Date: October 1, 2025

Agenda Item: 2e

Recommendation:

Discuss initial survey numbers and feedback from community members.

Background Information:

LPS and SPS emailed the survey on 9/26/25, LS emailed the survey on 9/29.

Attachments:

Action: Report: Discussion: XX

Date: October 1, 2025

Agenda Item: 2f

Recommendation:

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

Background Information:

Attachments:

Rolling Agenda

Action: **Report:** **Discussion: XX**

Tri-District Calendar Review Subcommittee Meeting

Calendar Review Rolling Agenda

MEETING DATES	AGENDA
7/24/2025	- 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	- 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	- 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	- 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	- Discuss and review comparable District Religious Accommodation policies (should this be District specific and discussed within the Subcommittees?) - Finalize details of listening session on 10/14 - Review feedback input: Family and Staff Survey - Faith Leaders: Update Lunar NY - Discuss schedule / upcoming meetings - Tri-District Meeting update
10/1	- Lunar NY leaders - Review Listening session details - Review pre-lim survey - Mock calendar discussion - Agnostic celebrations - Schedule

10/14/2025	Listening Session - Do we need to add business items to this agenda?
10/29	- Post listening session discussion - Review Mock Calendars discuss - educational impact / initial discussion on alignment for Superintendents to review prior to Tri-District meeting - outlining the scope/process of additional holiday requests - Results of the survey (survey closes on 10/14) - Accommodation policy updates / alignment? (Tri-District Meeting) - Schedule a meeting after the Tri-District meeting?
Other:	- 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)? (ongoing) - Discuss recommendations to the individual School Committees (Oct/Nov) - Tri-Disctrict 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

September 19, 2025

What to Expect at the Tri-District School Committee Meeting

Purpose of the Meeting

The Tri-District School Committee will meet remotely on Thursday, November 13, 2025, at 7:00 PM. The purpose of this joint meeting is to review each district's preferences regarding no school days and to discuss opportunities for alignment of the academic calendars across Lincoln, Lincoln-Sudbury, and Sudbury.

This conversation will help us understand where calendars align, where they diverge, and whether adjustments could bring them closer together.

Preparation and Process

- **Consensus within each Committee:** Prior to the Tri-District meeting, each School Committee is expected to come to a consensus on its preference to which "no school days" work best for its district and student needs.

    - Some Committees may choose to take an informal vote.

    - Others may move forward without a vote if there is clear agreement.

- **Mock Calendars:** Based on this consensus, each Committee should prepare a mock calendar to include in the Tri-District agenda packet. These mock calendars will serve as starting points for comparison.

- **Half Days for Religious and Cultural Observances:** Each School Committee may also wish to discuss its approach to half days tied to religious and cultural observances.

Possible Discussion Topics at the Tri-District School Committee Meeting

The agenda for the Tri-District meeting is still in draft form, but the joint discussion may include:

- School year start dates
- Vacation weeks
- Professional development days
- No school days
- Half-day religious and cultural observances
- Process moving forward

Date: October 1, 2025

Agenda Item: 2g

Recommendation:

Motion to approve the open session meeting minutes from September 17, 2025 as presented / amended.

Background Information:

Meeting minutes

Attachments:

September 17, 2025 Meeting Minutes

Action: XX   **Report:**   **Discussion: XX**

Tri-District Calendar Review Subcommittee Meeting Minutes
Wednesday, September 17, 2025
7:00PM
Zoom Meeting

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

Lincoln Calendar Review Subcommittee
Jacob Lehroff
Kenneth (Ken) Lepage

Lincoln Sudbury School Committee
Ravi Simon
Lucy Maulsby
Dr. Andrew Stephens, Superintendent, LS

Absent:
Parry Graham, Superintendent, Lincoln

1. **Chair Burnard opened the Calendar Review Subcommittee at 7:00 PM:**
   a. **Roll Call Vote:**

i.	Ravi Simon	Aye
ii.	Lucy Maulsby	Aye
iii.	Betsy Sues	Aye
iv.	Ken LePage	Aye
v.	Jacob Lehroff	Aye
vi.	Nicole Burnard	Aye

   Vote: 6-0. Motion carries.

2. **Public Comment:**

   a. No public comment

3. **Business and Policy**

   a. Father Gerald Souza joined as a panelist to educate the subcommittee on Chrisitan faith holidays and practices.

      i. Father Gerald Souza, a resident of Sudbury, affiliated with Ascension Parish in Sudbury, opened the discussion by providing background information on Good Friday. He noted it is variable and falls between March 22 and April 25 and church services are typically at 3pm however additional times are available as many churches offer additional prayer times. He further spoke about Easter Sunday, Ash Wednesday and a three

retreat many students take advantage of in Sudbury. Dialogue surrounding accommodations and the ability of parents to take the day off ensued. Further discussion surrounding an equitable process of creating a calendar that provides religious liberty for all families in the Districts.

ii. Reverend Nate Klug provided email responses, the Committee recognized the responses however there were no questions.

b. The staff and family survey was reviewed and discussed.

i. Professional feedback from Liz City were reviewed and discussed, the Subcommittee provided feedback. Deliberations with respect to open ended questions were discussed at length, the Subcommittee ultimately decided to remove the open ended questions. Other aspects of the survey such as a mandating a google sign in to limit responses to one response to a google account, the preamble to the survey, distribution of the survey, the community targeted survey audience, the process and end of the survey were discussed.

ii. Member Simon made a motion to approve the draft survey as amended and send it to our individual School Committees for full School Committee Approval. Member LePage seconded. Roll call vote:

i.	Ravi Simon	Aye
ii.	Lucy Maulsby	Aye
iii.	Betsy Sues	Aye
iv.	Ken LePage	Aye
v.	Jacob Lehroff	Aye
vi.	Nicole Burnard	Aye

Vote: 6-0. Motion carries.

c. The Subcommittee discussed the registration form and flyer for the listening session. Specific feedback around those registering via zoom were discussed and edits were made. Member Maulsby made a motion to approve the listening registration form and its distribution to the full School Committees to approve. Second by member Burnard.

i.	Ravi Simon	Aye
ii.	Lucy Maulsby	Aye
iii.	Betsy Sues	Aye

iv.	Ken LePage	Aye
v.	Jacob Lehroff	Aye
vi.	Nicole Burnard	Aye

Vote: 6-0. Motion carries.

d. Member Simon made a motion to approve the listening session flyer and its distribution to the full School Committees to approve. Second by member Burnard.

i.	Ravi Simon	Aye
ii.	Lucy Maulsby	Aye
iii.	Betsy Sues	Aye
iv.	Ken LePage	Aye
v.	Jacob Lehroff	Aye
vi.	Nicole Burnard	Aye

Vote: 6-0. Motion carries.

e. The rolling agenda was discussed and updated.

f. Member Burnard made a motion to approve the meeting minutes from September 03, 2025 and its distribution to the full School Committees to approve. Second by member Maulsby .

i.	Ravi Simon	Aye
ii.	Lucy Maulsby	Aye
iii.	Betsy Sues	Aye
iv.	Ken LePage	Aye
v.	Jacob Lehroff	Aye
vi.	Nicole Burnard	Aye

Vote: 6-0. Motion carries.

4. Adjournment

a. Chair Burnard motioned to adjourn the meeting at 9:20pm. Member LePage 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
Rev. Nate Klug Email Response
Staff and Family Survey Draft
Mock Calendars
Draft Survey Email
Draft Survey Registration
Draft Survey Flyer
Rolling agenda timeline
Meeting minutes from September 3, 2025