



## TRI-DISTRICT CALENDAR REVIEW SUBCOMMITTEE

LINCOLN PUBLIC SCHOOLS, SUDBURY PUBLIC SCHOOLS,  
LINCOLN-SUDBURY REGIONAL HIGH SCHOOL

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MEETING OF THURSDAY, AUGUST 7, 2025

VIRTUAL MEETING

Webinar ID: 826 5880 6997

Zoom: <https://us06web.zoom.us/j/82658806997>

1. Greetings and Call to Order 7:00 p.m.
2. Public Comment 7:00 p.m. – 7:15 p.m.  
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 subcommittee's authority.
3. Discuss and Review Recommended Staff Survey and Family Survey Questions 7:15 p.m. – 7:35 p.m.
4. Education from Faith Leader(s) 7:35 p.m. – 7:55 p.m.
5. Review schedule: 7:55 p.m. – 8:10 p.m.
  - Dates for public hearing /listening session
  - Need to extend timeline of the charge
  - Potential full tri-district committee meeting
6. Rolling Agenda, Goals, Future Agenda Items 8:10 p.m. – 8:15 p.m.
7. Adjournment 8:15 p.m.

# Draft Calendar Survey questions

**Nicole Burnard**  
**Sudbury School Committee**

Staff:

In addition to tweaking the last set of questions, I would like to know if LS and SPS staff would consider a 1/2 day Good Friday. Some people wrote this in an answer in our last survey. This may help to align LS and SPS to better align with the Lincoln calendar regardless of our final decision with regard to holidays.

Family Survey:

I'm assuming the baseline questions asked of staff (with the exception of where they work) will also go out to families. In addition to those questions, I'd like to discuss adding the following:

Community input on the preferred outcome of our work:

Rank answers in order of importance

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

Do you have concerns having your child(s) miss IEP or other mandated services on a no school day?

**Betsy Sues**  
**Sudbury School Committee**

**Section 1: Respondent Background**

**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

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**Section 2: Calendar Preferences**

**3. Please indicate your level of support for each calendar option.**

*(Multiple choice grid – One row per option)*

**Rows:**

- Option 1: Keep the current calendar (includes Good Friday, Rosh Hashanah, and Yom Kippur)
- Option 2: Expand the calendar to include Diwali, Lunar New Year, Eid Al-Fitr, and Eid Al-Adha
- Option 3: Observe only state and federal holidays (no religious holidays)

**Columns:**

- Strongly support
- Somewhat support
- Neutral
- Somewhat oppose
- Strongly oppose

**4. How important is it that school holidays reflect the religious and cultural diversity of the community?**

*(Multiple choice)*

- Very important

- Somewhat important
- Neutral
- Not very important
- Not important at all

**5. How important is it that the observation of religious holidays is equitable across different traditions?**

*(Multiple choice)*

- Very important
  - Somewhat important
  - Neutral
  - Not very important
  - Not important at all
- 

**Section 3: Logistical Considerations**

**6. How important is it that SPS, LPS, and LSRHS follow the same calendar?**

*(Multiple choice)*

- Very important
- Somewhat important
- Neutral
- Not very important
- Not important at all

**7. How concerned are you about instructional disruptions if holidays fall mid-week or near long weekends?**

*(Multiple choice)*

- Very concerned
- Somewhat concerned
- Neutral
- Not very concerned
- Not concerned at all

**8. How would additional days off during the school year affect your family's ability to manage childcare or work?**

*(Multiple choice)*

- Very negatively
  - Somewhat negatively
  - No impact
  - Somewhat positively
  - Very positively
- 

**Section 4: Student Needs & Inclusion**

**9. How important is it that students feel supported in observing their holidays even if school is in session?**

*(Multiple choice)*

- Very important
- Somewhat important
- Neutral
- Not very important
- Not important at all

**10. If a holiday your family observes is not a school day off, what accommodations do you feel are essential?**

*(Checkboxes – Select all that apply)*

- Absences are excused without penalty
- No major academic events (e.g., tests or large assignments due)
- No extracurricular activities scheduled
- No field trips or special events scheduled
- Include cultural and religious literacy in school instruction
- Sensitivity to absences: Teachers avoid drawing attention to absent students
- Rescheduling special education services (i.e. one on one specialist hours)
- Other (please specify)
- None of the above

**Ken Lepage**  
**Lincoln School Committee**

School Calendar Holiday Preferences Survey

The school committees for Lincoln Public Schools, Sudbury Public Schools and Lincoln-Sudbury High School are considering changes to the school calendar and would like your input. Our school committees have been approached by concerned parents and students with a proposal to add Diwali, Eid al-Fitr, Eid al-Adha and Lunar New Year as additional holidays on the school calendar to recognize the importance of those holidays to those in our communities who observe them. Some of those who have made this proposal have also requested that, in the event we choose not to add the proposed new holidays, that our schools remove the existing holidays of Rosh Hashanah, Yom Kippur, and Good Friday from our school calendars as a matter of equity and fairness. Removing these three existing holidays would result in our schools recognizing only state and federal holidays. Members of our school committees have also raised the possibility of using a rotating holiday schedule for non-state and federal holidays whereby we would recognize a few of these holidays each year on a rotating basis.

There are many considerations that our school committees are evaluating in connection with the proposed changes to the school calendar, including:

- Adding the proposed new holidays to the school calendar would lengthen the school year by up to four days;
- Removing the three existing non-state and federal holidays would shorten the school year by up to three days;
- There may be additional school district expenses associated with adding or removing holidays;
- There may be implications under existing collective bargaining agreements with faculty and staff from adding or removing holidays;
- Adding or removing holidays may create additional child-care burdens for parents;
- Our obligation to maintain an equitable and welcoming environment for all members of our communities; and
- The views and preferences of the families of our students.

In order to help inform the decisions of our school committees, we are conducting a brief survey of all parents in our school districts to better understand your views and preferences with respect to this matter.

Please take a moment to complete this short survey to help us understand your preferences.

1. Which of the following options do you prefer for the school calendar?

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.

## 2. Additional Comments (Optional)

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

**Jake Lehrhoff**  
**Lincoln School Committee**

I'm imagining a question that gets directly at the logistics of holding school on a day of observance while being aware that attendance may obscure a conflict. I think the idea may simply be too intrusive but may benefit from committee discussion.

If school were in session on the following holidays, how would this affect your child(ren)?

<b>Holiday</b>	<b>My child would stay home to observe</b>	<b>My child would attend but miss important observance</b>	<b>My child would attend with no major conflict</b>
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"/>

Additional thoughts:

- Data quality and coverage is critical, so we should keep the survey short to maximize participation
- All questions should be optional, and emails shouldn't be recorded, to protect privacy
- We should minimize open text fields to simplify analysis
- All districts should use the same survey if possible

## 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?

**Subject:** Invitation to Share Insights on Religious and Cultural Holidays

Dear [Faith Leaders],

I hope this email finds you well.

My name is Ravi, and I serve as Chair of the Lincoln-Sudbury Regional School Committee. I'm reaching out on behalf of a joint effort by the Lincoln-Sudbury, Sudbury, and Lincoln School Committees to review which religious and cultural holidays are observed on our public school calendars.

Currently Sudbury Public Schools (K–8) and LS (9–12) designate Good Friday, Rosh Hashanah, and Yom Kippur as no-school days. Lincoln Public Schools (K–8) observe Rosh Hashanah and Yom Kippur as no-school days, and Good Friday as a half-day.

We've received requests from community members to consider holidays such as Lunar New Year, Diwali, Eid al-Fitr, and Eid al-Adha as no-school days. In response, the Committees have formed a joint Calendar Review Subcommittee to gather information and evaluate possible changes. This process includes reviewing community input, operational constraints, and comparison calendars from other districts.

As part of this effort, we're hoping to hear directly from cultural and faith leaders. We'd ask for roughly 20 minutes to hear your thoughts on the attached questions about [HOLIDAY(S)], followed by an opportunity for the Subcommittee to ask any clarifying questions. If you're unable to join live, we would also welcome written responses.

We'd be grateful if some of you could together attend one of our upcoming virtual meetings Thursday 8/7 or Wednesday 8/20, starting at 7pm. We will also have meetings on either Wednesday 9/3 or Thursday 9/4, and Wednesday 9/17 or Thursday 9/18.

This portion of the process is focused on listening and learning. We're not asking participants to advocate for any particular calendar outcome. Instead, our goal is to better understand the significance and observance of these holidays so that we can make informed and respectful decisions.

We deeply appreciate the time, insight, and wisdom you bring to our communities. If you're interested in participating, we'd be grateful to hear from you soon.

Please don't hesitate to reach out with any questions.

Warm regards,  
**Ravi**

Your response to September Meetings & Public Hearing

Edit response

As discussed during our last meeting, I'm sending out dates for September meetings. I've added an extra meeting to accommodate for a Public Hearing / listening session. Thank you!

☐ Get updates when others vote ?

NB Organized by Nicole Burnard

Zoom / Hybrid

Sort by 

Date

Popularity

Past options

Hide

Show

United States, New York, New York City (GMT-4)

Wednesday, September 3, 2025

7:00 PM 1 h

Votes: 6 Yes

You: Yes

Thursday, September 4, 2025

7:00 PM 1 h

Votes: 4 Yes

Thursday, September 11, 2025

7:00 PM 1 h

Votes: 5 Yes · 1 If need be

You: Yes

Friday, September 12, 2025

7:00 PM 1 h

Votes: 3 Yes · 1 If need be

Wednesday, September 17, 2025

7:00 PM 1 h

Votes: 5 Yes

You: Yes

Thursday, September 18, 2025

7:00 PM 1 h

Votes: 4 Yes

Wednesday, September 24, 2025

7:00 PM 1 h

Votes: 4 Yes

You: Yes

Thursday, September 25, 2025

7:00 PM 1 h

Votes: 3 Yes · 1 If need be

You: Yes

## Compiled Questions for Administration to Review Calendar Timeline

1. Do our collective bargaining agreements impose constraints on school committee choices regarding the calendar?

**SPS: We would have to impact bargain if significant changes were made to the calendar. The clerical contract does have specific holidays listed in the contract.**

**LS: We would also need to impact bargain.**

**Lincoln: Faculty contract requires consultation with faculty leadership about the school calendar prior to adoption, but recognizes the School Committee as responsible for setting the calendar – I don't think new holidays would add a restraint there. We do have other contracts that list paid holidays (custodial and admin assistants), but existing Jewish holidays when we do not have school are not listed, so I doubt we would need to make changes.**

- a. What are the contractual obligations for all units regarding PD, start/end days of school, bussing, and half days - do they affect our ability to add or remove holidays?

**SPS: Different units have different numbers of work days in their respective CBAs. There are also State requirements on the number of days required in the school year and the number of hours per year.**

### **L-S**

#### **8.1 Work Year**

The regular work year (school year) of faculty members (other than new personnel, who may be required to attend additional orientation sessions) will include:

- (a) All days when pupils are in attendance;
- (b) An orientation day at the beginning of the school year;
- (c) One day at the end of the first semester;
- (d) One day at the end of the second semester to be used as individual faculty members or the members of departments see fit;
- (e) "Back-to-School Night"; and
- (f) One day for school-wide professional development during which time ½ of the day will be allocated for professional development aligned with school goals and the strategic plan and ½ of the day will be allocated for curricular and/or programmatic efforts within departments. Paid time in the summer will be provided for a PD Day

planning committee comprised of faculty and administration.

**Lincoln:** Work year for teachers can't start before the last Monday in August and cannot extend past June 30th. We have three faculty PD days before the students begin, and teachers' last day is the last day for students. None of the start/end, PD, busing, or half day contractual language should impact the ability to add or remove holidays, so long as school is done by June 30th.

- b. How does each District determine the number of PD days offered to their staff and their scheduling?

**SPS:** The number of PD days are outlined in the CBA.

**LS:** LS:

PD days for Unit A (only bargaining unit at L-S) are negotiated and in the CBA (see 8.1 Work Year)

**Lincoln:** Faculty have three days before the start of the school year (typically beginning the Monday before Labor Day weekend), and one discretionary PD day during the year, with the date set by administration (after consultation with the faculty association).

- c. Do we have a rough sense of the added cost to SPS and LS to run buses in one district and not the other on a given day?

**SPS:** The estimate I received in 2020 was \$5,000 per day per district.

**LS:** See SPS response

**Lincoln:** Because we use a different vendor, I don't believe Lincoln would see increased bus costs if there were additional holidays added.

- d. Is there a minimum student attendance requirement for a school day to count toward the state's annual instructional day requirement? If so, what is the threshold for student absenteeism that could risk the day not being counted?

**SPS:** It is my understanding that there is no attendance requirement to count toward the 180 days.

**LS:** Guidance is not present other than the school district needs to ensure that it meets the 180 day and 990 hour requirement for students.

**Lincoln:** I agree that I'm not aware of any state requirement about the percentage of students that need to attend for a day to "count".

- e. Many Lincoln students attend Bedford High School, what specifics are reviewed within the Lincoln calendar when determining alignment with Bedford? **SPS:** N/A

LS: N/A

**Lincoln:** We have traditionally focused our calendar alignment primarily on LS and Sudbury, but we do communicate with Bedford. Most of the communication is administrative around aligning open house dates, as opposed to coordinating holidays or start and end dates. This only applies to the Hanscom School.

- f. If additional holidays were added, what steps would need to be made to accommodate after school care for Lincoln and Sudbury students? How much notice would be required to after school care providers / programs? Would it increase the cost to families and are they able to offer care on the proposed additional days off?

**SPS:** We would have to discuss the additional non-school days with the third-party provider and perhaps adjust the contract with the provider. Yes, I would expect additional costs to families if they used the service.

LS: N/A

**Lincoln:** We have a local non-profit who handles most of the after-school care. We coordinate closely with them already, and would continue to do so if the calendar changed. I would imagine that taking off additional days would increase the cost to families.

- g. Other than bussing and substitutes, are there any other potential cost increases to the Districts by adding holidays?

**SPS:** Contractual expenses in the CBAs. We would also need to consider concerns from our food service provider.

**LS:** Food service implications would need to be considered. Additional contractual expenses would be mitigated as long as the net number of work days for Unit A and Support Staff remained consistent

**Lincoln:** I would echo the statements by SPS and LS.

2. When did our districts add the Jewish High Holidays and Good Friday to our calendars? Is there anyone with institutional memory in our Districts about how they adapted to make that work?

**SPS:** I have seen those holidays on school calendars back in the 1970s.

LS:

- Yom Kippur a holiday since at least 1979 (or prior)
  - Rosh Hashanah since at least the 1994 (likely prior to the 1970's) •
- Good Friday was a ½ day in the late 1979 (or prior) and moved at a

subsequent time to a full day.

**Lincoln: Rosh Hashanah and Yom Kippur were holidays going back at least 20 years**

- a. Using the teacher survey data, is it possible to very roughly estimate the cost to our Districts for substitute if we removed the Jewish high holidays and Good Friday from our calendars?

**SPS: It would be better to do a specific survey to better understand the number of staff that would be needing coverage.**

**LS:**

**NOTE:** the survey had 82 responses which is far short of the actual number of adults at L-S.

With the data from the survey (82 responses) below a conservative estimate with highest rate of coverage cost and at least 3 blocks covered per day. This is the highest possible figure that in reality would be lower tied to coverage and the actual number of blocks per teacher needing coverage.

- i. Rosh Hashanah (14): \$2310
- ii. Yom Kippur (14): \$2310
- iii. Good Friday (20): \$3300

**Lincoln: I believe we are planning to survey the teachers after the start of the school year, so we don't have that data yet.**

3. Snow days:

- a. How many snow days are typically included in the calendar?

**SPS: DESE requires that calendars include five snowdays. Districts indicate where the 180th day falls and the 185th day.**

**LS: Five (5) Snow days are built into the calendar.**

**Lincoln: 5**

- b. Historically, over the last 10 years, what has been the average number of snow days used by each District?

**SPS: 1-2**

**LS: 1-2 with limited outlier years that had more days**

**Lincoln: Same as SPS and LS**

- c. Are faculty expected to teach during official snow days?

**SPS:No**

**LS: No**

**Lincoln: No, they are not paid for those days**

4. Impact on learning and Special Education services:

- a. In the event of a school-wide holiday or day off, how are specialized services for students receiving special education (such as one-on-one support) impacted compared to when a student is absent due to observing a religious / cultural holiday (e.g. Diwali, Eid)? Specifically, would services typically be rescheduled in either case?

**SPS:The services are required to be given in the 180 school days.**

**LS: See SPS. Service delivery occurs during days when school is in session.**

**Lincoln: Same answer as SPS and LS**

5. Are there limitations for the State standardized testing if it fell on a holiday?

**SPS:The State provides a “window” for standardized testing.**

**LS: There is a window of days for schools to select for testing days for such contingencies.**

**Lincoln: Same answer as SPS and LS**

6. What is the experience on HAFB when the calendars don't align between Lincoln and Bedford?

**SPS:N/A**

**LS: N/A**

**Lincoln: Because of the transient nature of Hanscom families, they are used to being pretty flexible. I am not aware of any real complaints around calendar misalignments (they do occur – for example, Bedford will sometimes begin before Labor Day, and I believe they do not celebrate any Jewish holidays – but we don't hear about them as a pain point). The biggest focus tends to be on aligning things like open houses. Because Hanscom families frequently end up being transferred near the end of the school year, we try to prioritize starting school before Labor Day in Lincoln so that we minimize the number of missed days on the back end. A practical impact of adding more holidays during the year would be Hanscom students simply missing days that they never make up (i.e., they are not there long enough into June to get the full 180).**