



**FOR IMMEDIATE RELEASE**

January 12, 2026

## Sudbury School Committee and Employee Associations Ratify Collective Bargaining Agreements

**Sudbury, MA** - The Sudbury School Committee and the Sudbury Education Association (SEA), the Educational Support Professional Association of Sudbury (ESPAS), and the Sudbury Educational Association of Custodial Employees have ratified new collective bargaining agreements.

The Sudbury School Committee voted to approve the agreements on January 5, 2026. The agreements were subsequently ratified by the respective bargaining units and are now in effect in accordance with their terms.

These agreements are the result of a comprehensive and collaborative collective bargaining process involving the Sudbury School Committee, the Committee's Negotiations / Labor Relations Subcommittee, district administration, the Town Manager's Office, and representatives of each employee association. Throughout the process, the parties engaged in thoughtful, good-faith discussions focused on supporting students, staff, and the long-term stability of Sudbury Public Schools.

Consistent with the Sudbury Public Schools mission and core values, the agreements reflect a shared commitment to supporting the educators and staff who make student learning possible. Across the three agreements, the contracts address priorities including fair and consistent leave practices, sustainable workloads, student and staff health and safety, and compensation structure that support recruitment and retention.

The agreements include multi-year cost-of-living adjustments (COLA) designed to keep compensation competitive over time. For covered employees, wage increases include a 3.0% increase effective July 1, 2025, a 2.0% increase effective July 1, 2026, and a 3.0% increase during the final year of the agreements, implemented through a combination of scheduled increases.

The contracts also introduce a new longevity payment structure that recognizes long-serving employees and supports workforce stability and continuity for students. In addition, the agreements include a conditional market adjustment tied to future fiscal capacity, should additional school funding be approved by voters.

Beyond compensation, the agreements strengthen support for employees through enhanced paid family medical illness leave, updated personal leave provisions, the establishment of joint Health and Safety Committees, mechanisms for monitoring and reviewing instructional conditions that support effective teaching and learning, and clarified procedures related to assignments, workplace safety, and injury reporting.

Together, these elements help ensure safe, supportive learning environments and strengthen the district's capacity to deliver high-quality instruction while advancing equity, student well-being, and the ability to attract, retain, and support high-quality staff.

Superintendent Brad Crozier stated,

“These agreements reflect the shared commitment of our educators, staff, and leadership to maintaining strong schools for our students. I am grateful for the professionalism, care, and collaboration demonstrated throughout this process.”

Sudbury School Committee Chair Karyn Jones added,

“The School Committee appreciates the time, dedication, and good-faith effort contributed by all parties. These agreements support the people who support our students and align with our mission to provide safe, equitable, and high-quality learning environments for every child in Sudbury.”

The Sudbury School Committee extends its sincere thanks to the members of the Negotiations / Labor Relations Subcommittee, district administration, association leadership, and the Town Manager for their commitment and collaboration throughout the bargaining process.

The finalized collective bargaining agreements are public documents and will be made available on the Sudbury Public Schools website.