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**PEMBROKE SCHOOL COMMITTEE MEETING**  
**Monday, August 22, 2022**  
**North Pembroke Elementary School Library**

### **Call to Order**

Mr. Kennedy called the meeting to order at 7:03 pm.

**Present from Administration:** Erin Obey, Superintendent; Marybeth Brust, Assistant Superintendent; Jessica DeLorenzo, Director of Student Services

**Present from Committee:** Lance Kennedy, Chair; Susan Bollinger, Secretary and David Boyle  
**Absent:** Michael Tropeano and Susie Scholl

### **Acknowledge & Schedule Visitors**

Mr. Kennedy welcomed the audience members.

### **Adjustments to Agenda**

None

### **Communications**

Warrants were sent out electronically for approval.

### **Consideration for Approval: Regular School Committee Meeting Minutes of July 19, 2022**

**VOTE:** On a motion made by David Boyle and seconded by Susan Bollinger, it was unanimously voted to approve the school committee meeting minutes of July 19, 2022.

Voting Yes: Lance Kennedy, Susan Bollinger and David Boyle

Voting No: none

Abstaining: none

Absent: Susie Scholl and Michael Tropeano

### **Opening of School Report**

Mr. Murphy said Hobomock is ready for opening day and the custodians have done a great job. He said four programs ran this summer as part of the extended school year which included Camp Invention for a week, a literacy program and the YMCA program. New kindergarten families will do tours this week and kindergarten orientation is on 8/31. New staff hires include Mrs. Cornwall, special education teacher, Ms. Mazzola, special education teacher, Ms. Kelly, reading specialist, and there is an opening for a paraprofessional.

Mrs. Costa said Bryantville had 20 new students that toured last week. Five students are returning from homeschooling. New hires include Mr. Rosen, grade 6 teacher, Ms. Haley, grade 6 teacher, Mrs. Riley, social worker, Ms. Sharon, reading specialist and two new paras Ms. Colletta and Ms. North. She thanked the custodians and the office Administrative Assistant for getting the building ready.

Mrs. Charpentier said North Pembroke will have 516 students including PreK and 72 kindergarten students entering. New staff hires include Ms. Richardson, kindergarten teacher, Mrs. Goode, reading specialist (formerly split with HES) and in the process of hiring a new PE teacher.

Mrs. McGarrigle said PCMS will start the year with 412 students. Five new 7<sup>th</sup> graders are transferring in and one new 8<sup>th</sup> grader. New staff includes Mr. Matheson, long-term substitute for 8<sup>th</sup> grade ELA, Ms. Fitzwilliam, grade 7 social studies teacher, Mrs. Copenrath, special education teacher, Ms. Desmond, special education teacher, Ms. DeBellis, STEM teacher and Mrs. Larson, social worker (formerly at BES). Mrs. Glynn, the office Administrative Assistant is retiring in September and interviews have started for her replacement. On September 21<sup>st</sup> there will be motivational speaker thanks to PTO and PTAD. Growing racks were purchased to grow herbs and fresh greens and the produce will be served in the cafeteria.

Mr. Talbot said PHS will welcome 745 students this year. He is very proud of the grounds and maintenance crew and said every classroom on the first floor has been painted by the custodial staff. Freshmen orientation is on Thursday and students will get their schedule and take tours in order to eliminate opening day anxiety. PHS has been busy hiring a total of 17 new staff members and five members are from within the district. Mrs. Mandy Courchene, English (formerly our ARC teacher), Mrs. Leslie McDonough, Social Studies (formerly at PCMS), Mrs. Maureen DeRito, Attendance Clerk (formerly a classroom PHS paraprofessional), Mr. Barry Cowgill, Business, Mrs. Jackie Blakeley, Chemistry, Mr. Sam Eidlin, Physics, Ms. Lynette Rosa, Special Education (PACE), Mr. Tom Warren, Special Education Mrs. Tessa Overstreet, Compass Coordinator, Mr. Peter DeSisto, ARC, Mr. Patrick McNamara, ELL, Mr. Dan Szafranowicz, Day Custodian, Mrs. Kristin Harrington, Main Office Administrative Assistant, Ms. Karen Rich, Compass Paraprofessional, Ms. Jessica Hannon, PACE Paraprofessional, Mr. Thomas Hunt, Inclusion Paraprofessional. The first big goal this year is to develop the Pathway Coordinator position by building community relationships, the second is to develop the Compass Program which now will have a full-time teacher to service more students and the third goal is work on the NEASC accreditation. The NEASC team will visit PHS in December and PHS will receive a self-study and the team will do their assessment and help close any gaps and give a two-year action plan to make any adjustments needed for November 2024.

Mrs. Bollinger asked about the background of the Compass teacher. Mr. Talbot said she is coming to PHS with eight years of experience from Southeastern Regional Vocational Technical High School where she had a similar role. Mr. Boyle said he loves the enthusiasm and getting programs into place and thanked them for their hard work. Mr. Kennedy said it is good to see that the district is cognizant of students that transfer into Pembroke schools. Mrs. Obey informed the committee that the two new buses arrived.

## **Superintendent's Report**

### Personnel Report

Mrs. Obey said the district filled all the teaching positions and there is only a couple of support positions still open.

### Professional Teacher Status

Mrs. Obey said she would like to recognize the seven staff members that have been with the district for three years and have gained PTS. They are Meghan Grier, Sara Ruth Roberts, Margaret Leach, Anne Marie Haylon, Jennifer Mulligan, Alice Bradford and Andrew Baker.

### Final Version of FY23 Focus Group Topics and Dates

Mrs. Obey said the district is looking for people interested in getting involved in the focus groups. The focus areas are Social Emotional Health & Wellness, Achievement, Communication, and Technology. The work of the groups will be shared quarterly with the school committee. The information on joining will be sent out in October.

### School Calendar

The March 29<sup>th</sup> early release day has been moved to March 22<sup>nd</sup> due to PCMS MCAS.

VOTE: On a motion made by Susan Bollinger and seconded by David Boyle, to accept the school year 2022-2023 calendar.

Voting Yes: Lance Kennedy, Susan Bollinger and David Boyle

Voting No: none

Abstaining: none

Absent: Susie Scholl and Michael Tropeano

## PCMS Student Handbook

Mrs. Obey said the majority of the changes are around formatting, and there are changes around using My School Bucks and a revised Internet Use Policy.

VOTE: On a motion made by David Boyle and seconded by Susan Bollinger, it was unanimously voted to approve the PCMS Student Handbook as presented.

Voting Yes: Lance Kennedy, Susan Bollinger and David Boyle

Voting No: none

Abstaining: none

Absent: Susie Scholl and Michael Tropeano

#### Elementary Student Handbook

Mrs. Obey said the elementary handbook has a separate internet use policy with more age-appropriate wording. The dismissal notice process has been added to the handbook although it has always been in place. Information about free breakfast and lunch was added.

VOTE: On a motion made by Susan Bollinger and seconded by David Boyle, it was unanimously voted to approve the Elementary Student Handbook as presented.

Voting Yes: Lance Kennedy, Susan Bollinger and David Boyle

Voting No: none

Abstaining: none

Absent: Susie Scholl and Michael Tropeano

#### Consideration for Second Read and Approval: DEI Working Group: New Member Interest Survey

Mrs. Obey said the survey was discussed at the meeting in July but the cover letter was not included at the time. There have been no changes to the substance of the survey since July. The goal of the survey is to get people to join the committee and participate in the work. Mrs. Bollinger said she is concerned about the group not having balance. Mrs. Obey said to clarify there are multiple working groups within PPS and the administration, teachers, and support staff have been doing this work and it will continue whether there is parent/community participation or not. Mr. Kennedy said this work has been happening and the goal is to get the diverse viewpoints while doing the best for the students. Mrs. Obey said this year's initiative is "Celebrating Community." Mrs. Bollinger said there is value to having the community participate and her issue is with the survey itself. Mrs. Obey said the question asking why someone is interested in the work is a way to gain balance. The district is looking for two people from each school and 2-3 people from the community.

Don Bryant, audience member, said he understands the framework is based on DESE. This is a community effort, and the will of the Town should be included so that there is balance. He wants the School Committee to know that there is a natural distrust within the Town around bureaucracy and regulations. He encourages the committee to make the decision wisely and said the Town will be looking at this group. Mrs. Obey said having a working group is to bring transparency to the work happening in the schools and said she the goal is to hear every voice and be partners in the work, and she is willing to talk to anybody about their concerns. She added that having a working group that represents all schools of thought creates good dialogue. Mr. Boyle said the committee is trying to do what is best for the students of Pembroke and support the administration and staff.

VOTE: On a motion made by David Boyle and seconded by Susan Bollinger, it was unanimously voted to approve the survey.

Voting Yes: Lance Kennedy, Susan Bollinger and David Boyle

Voting No: none

Abstaining: none

Absent: Susie Scholl and Michael Tropeano

#### **Policy Subcommittee Update:**

##### Consideration for Approval: IKFB-R Graduation Dress

Mrs. Obey said the committee has discussed the multiple chords worn at graduation and this year approved the CSHS chord for this year only. The Policy Subcommittee had a lengthy discussion regarding setting a minimum academic

requirement to offer a chord and couldn't decide on a minimum requirement. The subcommittee also discussed the many options available to celebrate all accomplishments of students with pinning ceremonies, chording ceremonies, awards nights, etc.. It was agreed that Graduation Day is about students all having the same accomplishment for that day and the subcommittee landed on the focus being about getting a diploma that day. The subcommittee decided that Class Officers and military sashes will be allowed and the National Honor Society and top 10% of class will be the only chords worn. She said the graduation program will continue to have the symbols and corresponding legend representing students' achievements. Mrs. Bollinger said she doesn't see why the additional chords can't be worn as these students have worked extra hard and should have the recognition at graduation. Mr. Kennedy pointed out that there is Senior Awards night to recognize the achievements. Mr. Obey said there are students that work really hard to get the diploma and they can feel excluded because they didn't receive a chord(s). Mr. Boyle said there are plenty of options to celebrate the achievements and it comes down to drawing the line. Mrs. Obey said there has been two Policy Subcommittee meetings and an Education Subcommittee meeting about this so there has been a lot of discussion around what graduation day should look like. Mrs. Bollinger suggested that NHS have the 3.7 requirement and others be 3.5 in the academic area with 3.0 overall, along with disciplinary guidelines, awarded on a case-by-case basis. Mr. Kennedy said the challenge comes down to setting the minimum requirement and Mr. Boyle said he believes the all the chords dilute graduation. Mrs. Bollinger suggested looking at what other districts are doing and waiting on the vote until the other committee members are present. Mrs. Obey said this is time sensitive because students may not take on leadership roles or certain academic endeavors if there won't be recognition via chords.

Mr. Kennedy said he had a conversation with the other members, and they were not leaning a particular way.

VOTE: On a motion made by David Boyle and seconded by Lance Kennedy, it was voted to approve policy IKFB-R Graduation Dress as presented.

Voting Yes: Lance Kennedy and David Boyle  
Voting No: Susan Bollinger  
Abstaining: none  
Absent: Susie Scholl and Michael Tropeano

#### Update on Safe Storage Resolution

Mrs. Obey said the Policy Subcommittee discussed the resolution and tried to figure out where this would belong as it seems to be restating the MA Laws. It was decided that the resolution should come from the Pembroke Police Department instead of PPS. The school committee would support the PPD resolution and would communicate it out. Ms. Runne said her group is willing to collaborate with the school committee to help develop a resolution by PPD.

#### **Future Meeting Dates and Topics**

9/6/22 and 9/20/22

VOTE: At 8:54PM, on a motion made by David Boyle and seconded by Susan Bollinger, it was unanimously voted to adjourn.

Voting Yes: Lance Kennedy, Susan Bollinger and David Boyle  
Voting No: none  
Abstaining: none  
Absent: Susie Scholl and Michael Tropeano

**APPROVED: September 6, 2022**

#### **MOTIONS**

VOTE: On a motion made by David Boyle and seconded by Susan Bollinger, it was unanimously voted to approve the school committee meeting minutes of July 19, 2022.

Voting Yes: Lance Kennedy, Susan Bollinger and David Boyle  
Voting No: none  
Abstaining: none

Absent: Susie Scholl and Michael Tropeano

VOTE: On a motion made by Susan Bolling and seconded by David Boyle, to accept the school year 2022-2023 calendar.

Voting Yes: Lance Kennedy, Susan Bollinger and David Boyle  
Voting No: none  
Abstaining: none  
Absent: Susie Scholl and Michael Tropeano

VOTE: On a motion made by David Boyle and seconded by Susan Bollinger, it was unanimously voted to approve the PCMS Student Handbook as presented.

Voting Yes: Lance Kennedy, Susan Bollinger and David Boyle  
Voting No: none  
Abstaining: none  
Absent: Susie Scholl and Michael Tropeano

VOTE: On a motion made by Susan Bollinger and seconded by David Boyle, it was unanimously voted to approve the Elementary Student Handbook as presented.

Voting Yes: Lance Kennedy, Susan Bollinger and David Boyle  
Voting No: none  
Abstaining: none  
Absent: Susie Scholl and Michael Tropeano

VOTE: On a motion made by David Boyle and seconded by Susan Bollinger, it was unanimously voted to approve the survey.

Voting Yes: Lance Kennedy, Susan Bollinger and David Boyle  
Voting No: none  
Abstaining: none  
Absent: Susie Scholl and Michael Tropeano

VOTE: On a motion made by David Boyle and seconded by Lance Kennedy, it was voted to approve policy IKFB-R Graduation Dress.

Voting Yes: Lance Kennedy and David Boyle  
Voting No: Susan Bollinger  
Abstaining: none  
Absent: Susie Scholl and Michael Tropeano

VOTE: At 8:54PM, on a motion made by David Boyle and seconded by Susan Bollinger, it was unanimously voted to adjourn.

Voting Yes: Lance Kennedy, Susan Bollinger and David Boyle  
Voting No: none  
Abstaining: none  
Absent: Susie Scholl and Michael Tropeano