

Pembroke Public Schools

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PEMBROKE SCHOOL COMMITTEE MEETING **Wednesday, May 21, 2025** **North Pembroke Elementary School Library**

Call to Order

Mrs. Glennon called the meeting to order at 6:00 P.M.

She welcomed the newest member, Katrina Scarsciotti, to the committee.

Present from Administration: Erin Obey, Superintendent; Marybeth Brust, Assistant Superintendent

Present from Committee: Allison Glennon, Vice Chair; Katrina Delaney, Clerk; David Boyle, Susan Bollinger and Katrina Scarsciotti

Pledge of Allegiance

Public Comment

None

Acknowledge & Schedule Visitors

No audience members were present.

Adjustments to the Agenda

None

Communications

Mrs. Obey said that tomorrow morning at 8:30 am is the Pathways Program celebration showcasing the projects and internships that students worked on this year. Additionally, tomorrow night is the Hobomock Art Show, and graduation is May 31st at 10:00 am.

Approval of Bill Schedule

Warrants were circulated electronically.

Reorganization of the Pembroke School Committee

VOTE: On a motion made by Allison Glennon and seconded by Susan Bollinger, it was unanimously voted, by roll call vote, to open nominations for the Chair of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

Mrs. Glennon nominated Mr. Boyle, and Mrs. Bollinger seconded it. No other nominations were made.

VOTE: On a motion made by Allison Glennon and seconded by Susan Bollinger, it was unanimously voted, by roll call vote, to nominate David Boyle as Chair of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: On a motion made by Katrina Delaney and seconded by Allison Glennon, it was unanimously voted, by roll call vote, to close nominations for the Chair of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: All in favor of David Boyle as Chair of the Pembroke School Committee for 2025-2026, by roll call vote:

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: On a motion made by Susan Bollinger and seconded by Katrina Delaney, it was unanimously voted, by roll call vote, to open nominations for the Vice Chair of the PPS School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

Mrs. Delaney nominated Mrs. Glennon for Vice Chair, and Mrs. Bollinger seconded it. No other nominations were made.

VOTE: On a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted, by roll call vote, to nominate Allison Glennon as Vice Chair of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: On a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted, by roll call vote, to close nominations for the Vice Chair of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: All in favor of Allison Glennon as Vice Chair of the Pembroke School Committee for 2025-2026, by roll call vote:

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: On a motion made by Susan Bollinger and seconded by Katrina Delaney, it was unanimously voted, by roll call vote, to open nominations for the Clerk of the PPS School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none
Abstaining: none
Absent: none

Mrs. Delaney nominated Katrina Scarsciotti for Clerk, and Susan Bollinger seconded it. No other nominations were made.

VOTE: On a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted, by roll call vote, to nominate Katrina Scarsciotti as Clerk of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti
Voting No: none
Abstaining: none
Absent: none

VOTE: On a motion made by Allison Glennon and seconded by Susan Bollinger, it was unanimously voted, by roll call vote, to close nominations for the Clerk of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti
Voting No: none
Abstaining: none
Absent: none

VOTE: All in favor of Katrina Scarsciotti as Clerk of the Pembroke School Committee for 2025-2026, by roll call vote:

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti
Voting No: none
Abstaining: none
Absent: none

Consideration for Approval: School Committee Meeting Minutes of May 13th

Mrs. Glennon said a "K" is missing from Mr. Chilcott's first name on the first page.

VOTE: On a motion made by Katrina Delaney and seconded by Allison Glennon, it was unanimously voted to approve the school committee meeting minutes of May 13, 2025, as amended.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti
Voting No: none
Abstaining: none
Absent: none

Subcommittee/Liaison Reorganization

Mrs. Obey stated that Mr. Boyle, as Chair, will have individual discussions with each member to determine their preferred subcommittee. She informed the committee that a Strategic Plan Liaison has been added to the list of liaisons. Additionally, the negotiations subcommittee would continue with Mrs. Glennon and Mr. Boyle, as the committee is currently in the middle of contract negotiations. Mrs. Delaney said SEPAC should be added to the liaison list. Mr. Boyle encouraged members to explore different committees for broader exposure. Mrs. Delaney expressed that her top preference is the Policy Subcommittee, though she is also open to serving on the Budget or Long-Range Planning Subcommittees. Mrs. Scarsciotti said she would be interested in joining the Education and Policy Subcommittees. Mrs. Bollinger said her first choice would be the Budget Subcommittee, and she would also like to join the Policy Subcommittee. Her least favorite is the Education Subcommittee. Mrs. Glennon said she is open to joining where needed and added that she would like to remain the PTAD Liaison. Mrs. Bollinger and Mrs. Delaney agreed to continue as the Student Advisor Council Liaison. Mr. Boyle agreed to continue as the Legislative Liaison. The committee will revisit this topic and establish the subcommittees at the next meeting.

Superintendent's Report

Consideration for First Read: Administrator Salary Grid

Mrs. Obey stated that the FY26 proposal includes a 2.5% increase. The administrative salary scale will need to be re-evaluated next year for potential adjustment. The goal is to encourage experienced teachers to consider transitioning into administration, but there is only a small pay differential between the teaching salary scale and the administrative salary scale. Additionally, administrative roles require 260 days of work compared to 183 days for teachers. Approximately every five years, the salary scale is reviewed, and comparable districts' salaries are assessed to propose adjustments, and this should happen next year or so. Mrs. Glennon said she would like data on other districts' salaries.

VOTE: On a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted to approve the Administrator Salary Grid as a first read.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti
Voting No: none
Abstaining: none
Absent: none

Discussion of Strategic Plan Proposals and Timelines

Mrs. Obey explained that Pembroke Public Schools has not had a strategic plan in several years. A strategic plan will guide the committee's efforts over the next five years. The plan will support not only the work done at the committee level but also the daily activities within the schools. She said there are two proposals on the table. One is from a local company called the Teaching and Learning Alliance, which specializes in this type of work. Many staff members from this organization are retired superintendents and assistant superintendents from Massachusetts. This group has a good reputation, and they are being utilized by surrounding districts. Norwell is currently working on its strategic plan, and Plymouth recently completed its. The Teaching and Learning Alliance will manage the entire process, including organizing surveys, collecting and analyzing data, running focus groups, and compiling a report. They will also create a dashboard for the PPS website. Since internal capacity is limited, having an external organization take on this workload would be beneficial. The cost for their services is approximately \$20,000. While engaging them for the full scope of work would reach this cost, the plan can be adjusted to lower expenses if needed by managing certain tasks internally. Three sample proposals from Dartmouth, Medfield, and Plymouth are included for review. There is the option to spread the cost over two fiscal years, \$10,000 budgeted for FY25 and another \$10,000 for FY26.

The second proposal is from Hanover Research, a larger national organization that operates across the country. They break out the sectors within their business, which include surveys, focus groups, and strategic planning meetings. Their proposal differs from the other in that Hanover Research organizes its work into three workshops, while the Teaching and Learning Alliance divides it into six segments. Hanover Research's model is a "Cadillac" option. Their cost proposal for conducting both the research and advisory components amounts to approximately \$87,000, and including focus groups would be an additional \$22,000.

Mrs. Obey said that as a newer committee, it will be beneficial to engage in the surveys, focus groups, and the strategic planning process to gain valuable insights about the committee as a whole, as well as a deeper understanding of the community and the stakeholders. She added that through discussions with the Teaching and Learning Alliance, it's clear that they take a more hands-on approach throughout the process. They are local and can easily join a call. With Hanover Research, the cost of bringing in out-of-state consultants is prohibitively high due to travel expenses, so going with a local company makes sense. Furthermore, the Teaching and Learning Alliance has a strong understanding of the community, particularly the South Shore region, as they have experience working in communities similar to Pembroke. Additionally, the cost savings are significant.

Mrs. Obey explained that there is another option, which is a self-service model where the committee would handle everything on its own. A template is available for the committee to complete with the information that is most relevant for Pembroke. However, during the committee's goal discussions, it was evident that the committee needs to go through the whole process. She added that Pembroke also needs to engage as a community, as the committee is discussing vocational education and will have other discussions regarding grade span schools and new buildings in the future. There are so many aspects to address, and the committee could benefit from assistance in harnessing energy and focusing the conversations.

Mrs. Bollinger asked how the process would work, and Mrs. Obey explained that as a first step, survey data would be shared with the committee, and a representative from the firm would be present to discuss how this type of data relates to the goals. The committee would discuss specific objectives that could be achieved with this information. The

company would return to the full committee at each stage of the process to discuss updates, and the committee's liaison would provide updates in between. She added that the strategic plan encompasses not only the committee's goals but also the goals of the entire district. It informs goals for the superintendent, principals, teachers, and everyone down the line. Mrs. Glennon asked for the timeline, and Mrs. Obey said the work could begin over the summer, and a complete strategic plan should be ready by spring.

Mrs. Obey explained that the Teaching and Learning Alliance would host focus groups where the public would be invited to participate. The strategic planning committee will consist of members from the school committee, administration, staff, and possibly a couple of students, and could range from 15 to 20 people. However, it is important to note that those meetings would not be open to the public. Mrs. Obey asked the committee to review the information provided and suggested continuing the discussion at the next school committee meeting.

Subcommittee/Liaison Updates

Vocational Planning Committee:

Mrs. Obey said there is excitement about sharing this information with the community, which will allow people to start asking questions and engaging with the content. She said Mr. Hickey, as he mentioned during his visit, sees this as a two-step process. First, he wanted to discuss the idea with his regional subcommittee and then bring it to their full committee. He's had the conversation with the regional subcommittee, and they are excited about the opportunity to collaborate with Pembroke on a regional agreement. However, he has not yet had the chance to present it to their full school committee, but hopes to have that conversation by the end of the school year. Mrs. Glennon said the warrant opens and closes the first week in August. Mrs. Obey said the shell of the regional agreement needs to be pretty close to finalized for the warrant to open, just because the warrant identifies the numbering of the provisions. Mrs. Bollinger noted that the Board of Elementary and Secondary Education voted to implement a lottery system for vocational school admissions. Mrs. Obey clarified that this isn't a one-size-fits-all lottery; individual vocational districts can suggest a lottery approach that best suits their community's needs. She expects South Shore Tech to adjust the approved system to fit their context. Mrs. Glennon confirmed that this decision does not affect the number of seats for districts, but rather alters the method by which students are assigned to those seats. It is no longer merit-based but instead lottery-based.

Future Meeting Dates and Topics

6/3 at 6:30 pm and 6/17 at 6:00 pm

7/8 at 6:00 pm

8/5 and 8/19 at 6:00 pm

VOTE: At 6:47 PM, on a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted to adjourn.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

APPROVED: June 3, 2025

MOTIONS

VOTE: On a motion made by Allison Glennon and seconded by Susan Bollinger, it was unanimously voted, by roll call vote, to open nominations for the Chair of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: On a motion made by Allison Glennon and seconded by Susan Bollinger, it was unanimously voted, by roll call vote, to nominate David Boyle as Chair of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti
Voting No: none
Abstaining: none
Absent: none

VOTE: On a motion made by Katrina Delaney and seconded by Allison Glennon, it was unanimously voted, by roll call vote, to close nominations for the Chair of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti
Voting No: none
Abstaining: none
Absent: none

VOTE: All in favor of David Boyle as Chair of the Pembroke School Committee for 2025-2026, by roll call vote:

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti
Voting No: none
Abstaining: none
Absent: none

VOTE: On a motion made by Susan Bollinger and seconded by Katrina Delaney, it was unanimously voted, by roll call vote, to open nominations for the Vice Chair of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti
Voting No: none
Abstaining: none
Absent: none

VOTE: On a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted, by roll call vote, to nominate Allison Glennon as Vice Chair of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti
Voting No: none
Abstaining: none
Absent: none

VOTE: On a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted, by roll call vote, to close nominations for the Vice Chair of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti
Voting No: none
Abstaining: none
Absent: none

VOTE: All in favor of Allison Glennon as Vice Chair of the Pembroke School Committee for 2025-2026, by roll call vote:

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti
Voting No: none
Abstaining: none
Absent: none

VOTE: On a motion made by Susan Bollinger and seconded by Katrina Delaney, it was unanimously voted, by roll call vote, to open nominations for the Clerk of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti
Voting No: none

Abstaining: none

Absent: none

VOTE: On a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted, by roll call vote, to nominate Katrina Scarsciotti as Clerk of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: On a motion made by Allison Glennon and seconded by Susan Bollinger, it was unanimously voted, by roll call vote, to close nominations for the Clerk of the Pembroke School Committee for 2025-2026.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: All in favor of Katrina Scarsciotti as Clerk of the Pembroke School Committee for 2025-2026, by roll call vote:

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: On a motion made by Katrina Delaney and seconded by Allison Glennon, it was unanimously voted to approve the school committee meeting minutes of May 13, 2025, as amended.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: On a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted to approve the Administrator Salary Grid as a first read.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: At 6:47 PM on a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted to adjourn.

Voting Yes: David Boyle, Allison Glennon, Katrina Delaney, Susan Bollinger and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none