

Pembroke Public Schools

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PEMBROKE SCHOOL COMMITTEE MEETING Tuesday, December 2, 2025 North Pembroke Elementary School Library

Call to Order

Mr. Boyle called the meeting to order at 6:00 P.M.

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

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

Public Comment

None

Acknowledge & Schedule Visitors

Mr. Boyle welcomed the visitors.

Adjustments to the Agenda

Add discussion about MSAA waiver for cheerleading

Communications

Mrs. Delaney said the State released a draft graduation requirement report.

Approval of Bill Schedule

Bills are circulating electronically

Consideration for Approval: School Committee Meeting Minutes of November 18, 2025

VOTE: On a motion made by Allison Glennon and seconded by Katrina Delaney, it was unanimously voted to approve the school committee meeting minutes of November 18, 2025 as presented.

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

Voting No: none

Abstaining: none

Absent: none

Superintendent's Report

FY27 Maintenance of Effort (MOE) Budget

Mrs. Obey said the FY26 budget is \$40,457,050. The FY27 MOE Budget as of December 2025 is \$41,280,729. The difference is \$823,679. She stated that the difference would have been \$457,000 higher if the supplemental funding had not been received at the Town Meeting. This would've put the total difference in the range of \$1.2 million to \$1.3 million. However, the funding was made possible through a combination of

new growth revenue and an increase in Chapter 70 funding. She added that negotiations with the Pembroke Teachers' Association for the four successor contracts are still ongoing, which has led to certain assumptions being made in the FY27 budget regarding these agreements. Additionally, the FY26 budget remains uncertified because of the use of assumptions related to these contracts. The SPED tuition increase is projected to be \$212,000 based on the OSD 3.04% rate increase, and this will be confirmed in early February. The transportation contract increase is \$122,000, which is a 4.5% increase for FY27. The SPED Pre-buy will continue at \$500,000 to prepay allowable tuitions for FY27. Lastly, the Circuit Breaker Reimbursement is anticipated to be \$2,024,529, assuming 75% reimbursement for instructional expenses and 61.36% reimbursement for transportation. Additionally, the SPED tuition line is projected to decrease by around 4% for FY27, and as that finalizes, the MOE budget will decrease as well.

Mrs. Obey added that after the start of 2026, there will be collaboration with the Select Board's Budget Subcommittee to hold a joint meeting. Also, work with the PPS Department Heads will take place to prepare presentations that include department priorities.

Mrs. Obey stated that the winter cheerleading squad currently has four students but needs eight to be complete. The Athletics Department would like to file a waiver with the MSAA to allow 8th graders to participate.

VOTE: On a motion made by Susan Bollinger and seconded by Katrina Delaney, it was unanimously voted to approve the request of an MSAA waiver for PHS cheerleading.

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

Voting No: none

Abstaining: none

Absent: none

Consideration for Acknowledgement: 2025-2026 School Improvement Plans

Mrs. Cross said two highlights are the pilots of Simplified Writing and Foss Science at the elementary level. Part of the School Improvement Plan is to roll them out over this school year and use professional development and PLC time to focus on the work for these programs. Another highlight is the new "Student of the Week" program through the school council, where one student from each homeroom is recognized weekly for exemplifying the core value of the month. Announced on Fridays, each selected student receives a certificate, has their picture taken, and is featured in the weekly newsletter.

Mrs. Cross added that there is continued focus on social-emotional learning through the unified sports program this year. The fourth to sixth-graders are participating in an after-school club that combines Best Buddies and Unified Sports. Later in the year, Hobomock will partner with the middle school for fifth and sixth graders to engage in sports activities with peers from other schools. Planned activities include cornhole and basketball, as well as a field trip for bowling and arcade games. This initiative aims to strengthen the programs at both the elementary and middle school levels.

Mrs. Cross said in terms of the Technology goal, there is continued utilization of the many technology interfaces available at the district level. However, at the elementary level, they are specifically examining the digital subscriptions to evaluate their benefits. It's important to find a healthy balance between screen time for students and the value these tools provide, especially in relation to the assessments. The goal is to ensure that these resources are being utilized effectively and align with the district's educational objectives.

Additionally, regarding the Facilities and Learning Environment goal, the Hobomock playground project was completed, and a ribbon-cutting ceremony was held in the fall. Also, a building maintenance request system has been implemented to enhance the maintenance process and improve turnaround times. This organized approach helps better track repairs and services needed in the building, ensuring improved response times.

Lastly, regarding the Communication goal, the aim is to streamline communication among all stakeholder groups, including the PTO, parents, community members, staff, and administration. Using existing systems such as Seesaw and Google Classroom will help ensure that communication is accessible to all families. The focus is to ensure that all information is accessible to everyone.

Mrs. Simmons stated that regarding the achievement goal, Bryantville is continuing to evaluate DIBELS and iReady and will be able to not only assess students' growth this year but also begin to examine trends over time. The main focus regarding achievement is ensuring that students are using technology programs appropriately. There are recommended usage times and specific lessons that students should complete. Therefore, strategies have been developed to share ideas on how to ensure that students are utilizing these programs correctly.

Regarding the Social Emotional goal, the focus is on the use of consistent language with students. It is crucial to establish uniform terminology throughout the school so that students encounter and understand the same terms and phrases no matter where they are. This emphasis on social emotional learning highlights the importance of maintaining consistency in our communication with students.

Regarding the Communication goal, it includes a survey to gather feedback on the most effective ways to communicate. She expressed concern that families may be overwhelmed with information and emphasized the importance of ensuring that resources are used effectively to keep families informed about what is happening. Additionally, regarding the technology goal, they will examine programs and their utilization to ensure all benchmarks are met.

Lastly, Mrs. Simmons explained that the Facilities goal includes the installation of the new gym roof and inspecting all doors to ensure they close securely.

Mr. Murphy emphasized the importance of early education under the Achievement section. In planning meetings with teachers and staff, the discussion has been around how parents often lack a clear understanding of the skills expected of children entering preschool. To address this, they are considering a spring "boot camp" to align with the screening process. The aim is to inform parents about essential skills, like zipping coats, and share pre-academic skills children can practice at home. By starting with the preschoolers, students can be better prepared for the upcoming years.

Regarding the Social Emotional goals, NPES is implementing a program aimed at recognizing students who demonstrate kindness or perform kind acts. Additionally, there is a focus on gathering real-time feedback from teachers about social-emotional programming and learning through staff meetings. Feedback is collected via a Google form and shared along with potential solutions to garner further input on how to address issues.

Mr. Murphy added that in terms of Community Involvement and Communication, the use of volunteers has significantly benefited the library. Lastly, regarding the Facilities goal, the lighting project is 2/3 complete, and the plumbing for the new filtered water fountains was completed this summer.

Dr. McGarrigle stated that 45 students are participating in student leadership this year. The My Career and Academic Plan (MYCAP) program will continue, featuring monthly lessons focused on college and career options. This initiative aims to help students envision their future and understand the importance of their current schoolwork in building that future. Additionally, guidance counselors are holding whole group meetings during progress report periods. This approach holds everyone accountable on a larger scale and reinforces the message that each student has unique strengths.

Regarding the Social Emotional goal, PCMS is focusing on building students' executive function skills, and they have found that cleaning out backpacks is important for helping students focus. Additionally, PCMS is

working on service learning and considering ways to give back to the community. One idea is to prepare bag lunches for Father Bill's shelter.

Lastly, Dr. McGarrigle noted that during her classroom visits, she observed that students used computers and paper assignments equally. Lastly, concerning the Facilities goal, PCMS has installed a new PA system that is integrated with the bell system, and a new weight room has been created.

Mr. Talbot highlighted two achievement goals from the NEASC accreditation visit. The first involves a small group of five teachers, dubbed the "early adopters," who are collaborating on professional development. They meet during their designated time to share lesson plans and explore ways to enhance them by identifying missing elements related to applied learning. Their goal is to present their findings to the entire faculty at the end of the year to encourage broader participation next year.

The second achievement goal aligns with NEASC's standards as well, focusing on providing professional collaborative time for the teaching staff during the school day. Other schools have successfully implemented similar models that include structured time and processes. There are already staff members willing to participate in the committee when it is convened.

Mr. Talbot explained that the goals for Social Emotional wellness are informed by teacher feedback from last year's survey on professional development needs, highlighting a demand for support in social-emotional learning and executive functioning challenges. The high school staff is collaborating with Alexis Reid, an educational consultant specializing in these areas, and will implement what they learn directly in their classrooms.

The Technology goal involves a collaboration with Mr. Tinker. There are five key areas Mr. Tinker aims to improve technology across the district: device and lifecycle management, infrastructure and connectivity, data security, policy and governance.

Lastly, Mr. Talbot explained that there are two communication goals. Many parents have expressed a desire to view the daily announcements. As a result, they are now in video format, recorded by Pembroke High School students. Teachers play the video in classrooms daily, and it's also available on the PHS website homepage for parents and students to access anytime. This is especially helpful for absent students or during testing time. As a result, both students and parents have a better understanding of daily school activities. The second communication goal is to reestablish the faculty council that used to meet monthly before COVID to discuss building-related issues, excluding contractual matters. There have been two meetings so far this year. Lastly, concerning the Facilities goal, roof leaks were identified and repaired with the help of the custodian. In cases where the custodian was unable to make the repairs, a roofing company was hired. Furthermore, the night custodians have decided to implement a team cleaning approach instead of assigning specific areas of the building to each custodian. This change has resulted in improved cleaning efficiency.

Mrs. Bollinger asked how he would measure the success of the two achievement goals. Mr. Talbot responded that having a two-year timeframe for these goals is beneficial. He mentioned that the findings will be shared with the staff in the spring, and the extent of additional or reduced staff involvement will be used as a benchmark for assessing progress. Additionally, there is a rubric created by Jonathan that will be used while observing classes to determine whether we are meeting the established standards.

Joe Hoban expressed his support for the improvements made in the communication of morning announcements.

Subcommittee Updates

Budget Subcommittee

Mrs. Obey mentioned that the subcommittee met last week to discuss the Maintenance of Effort (MOE) budget and will begin to meet more regularly as the budget season approaches.

Policy Subcommittee:

Consideration for Second Read and Approval: Policy ACB – Equal Access and Annual Evaluation of K-12 Programming

Mrs. Obey said that these policies were discussed at the last meeting, and nothing has changed since then.

VOTE: On a motion made by Susan Bollinger and seconded by Katrina Delaney, it was unanimously voted to approve Policy ACB: Equal Access and Annual Evaluation of K-12 Programming as presented.

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

Voting No: none

Abstaining: none

Absent: none

Consideration for Second Read and Approval: Policy ACB-R: Equal Access and Annual Evaluation of K-12 Programming Procedures.

VOTE: On a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted to approve Policy ACB-R: Equal Access and Annual Evaluation of K-12 Programming Procedures as presented.

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

Voting No: none

Abstaining: none

Absent: none

Negotiations Subcommittee

Mrs. Obey said the subcommittee met on Friday, 11/21 and the next meeting is scheduled for Monday.

Strategic Planning

Mrs. Obey said the 4th of 6 meetings will be held next week.

The draft Strategic Plan is scheduled to be presented to the school committee in January.

Future Meeting Dates and Topics

12/16, 1/13 and 1/20

VOTE: At 7:09 PM, on a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted to enter Executive Session Pursuant to Chapter 30A, Section 21 (a) (3) to discuss strategy related to collective bargaining, as an open meeting may have a detrimental effect on the legal position of the School Committee, as declared by the Chair.

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

Voting No: none

Abstaining: none

Absent: none

APPROVED: January 13, 2026

MOTIONS

VOTE: On a motion made by Allison Glennon and seconded by Katrina Delaney, it was unanimously voted to approve the school committee meeting minutes of November 18, 2025 as presented.

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 to approve the request of an MSAA waiver for PHS cheerleading.

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 to approve Policy ACB: Equal Access and Annual Evaluation of K-12 Programming as presented.

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 Policy ACB-R: Equal Access and Annual Evaluation of K-12 Programming Procedures as presented.

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

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