

# Pembroke Public Schools

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## **PEMBROKE SCHOOL COMMITTEE MEETING** **Tuesday, March 17, 2026** **North Pembroke Elementary School Library**

### **Call to Order**

Mr. Boyle called the meeting to order at 6:01 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**

None

### **Communications**

#### **SY25-26 Calendar:**

Mrs. Obey reported significant community feedback about the 2025–2026 calendar, particularly concerns that the last day of school falls on Monday, June 22, 2026. She explained that state law requires 180 instructional days plus five weather days, and June 22<sup>nd</sup> has been on the calendar as the 185<sup>th</sup> day. Families were reminded not to schedule vacations during the final week due to potential weather closures. Regarding Good Friday, she noted that while it was used as a professional development day in 2015, converting it to a student day now would likely result in many staff religious leave requests. She cannot ask staff in advance whether they would work that day. The committee members discussed the implications of reopening the calendar. Mrs. Obey reiterated that additional weather days could push the year even further into the week of June 22<sup>nd</sup>. The Committee expressed no interest in reopening the calendar.

Mrs. Delaney said the Pembroke Community Center Recreation Department is seeking volunteers for its Easter egg hunt. She added that there will be a scholarship fundraiser in memory of Karen Boyle held at Tiny & Sons on April 2<sup>nd</sup> from 6–8 p.m.

### **Approval of Bill Schedule**

Bills are circulating electronically

**Consideration for Approval: School Committee Meeting Minutes of March 3, 2026**

VOTE: On a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted to approve the school committee meeting minutes of March 3, 2026 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 Visual & Performing Arts Budget Presentation**

Mrs. Chapman said the VPA program continues to be highly visible in the community, with students performing at Veterans Day events, marching in the parade for the first time, and preparing for spring art shows. She explained that the department also engages eighth graders through presentations about high school pathways in music and art. She highlighted the district's first student to complete the Music Pathway, who composed an original piece, wrote a libretto, performed it, and submitted both a recording and score.

Mrs. Chapman said professional development remains a priority. Visual art educators are completing their second year with the Art of Education University, which allows teachers to self-select modules aligned to their instructional interests. Staff also participated in state and national conferences.

She highlighted significant achievements, including:

- 8 of 10 AP Studio Art students earned qualifying scores
- Student exhibitions at the Boston Globe Scholastic Art Show, Emerging Young Artists at UMass Dartmouth, and other regional showcases
- First place in the Attleboro Art Museum Installation Contest
- Music performances at BC, Fenway Park, TD Garden, and community venues
- Numerous students accepted into district, All-State, and SEMSBA festivals
- Inclusion of grades 5 and 6 students in the fall musical Seussical

Mrs. Chapman explained that staffing levels remain stable across elementary, middle, and high school levels. Instrumental enrollment remains strong, with 174 students participating in grades 5 and 6. VPA course enrollment at the middle and high school levels has increased by approximately 5%, attributed to the new VPA graduation requirement and the option for semester-long music ensembles.

She explained that the department is requesting a maintenance of effort budget; there are no additional requests. The major expenses include consumable art supplies, festival transportation, instrument maintenance, and piano tuning.

She reviewed the department's future plans, which involve introducing AP Digital Photography next fall. As well as continued recruitment, especially during transitions between grades 6–7 and 8–9. She emphasized the importance of caregiver encouragement and highlighted the success of younger students participating in marching band and color guard. The committee members praised the department's accomplishments and discussed the role of the booster organization (PAPA) in funding equipment, instruments, and travel.

### **FY27 Athletics Budget Presentation**

Mr. Phillips said the department's philosophy centers on a student-athlete model supported by educational-based athletics, competitive excellence, and transformational coaching. He emphasized that athletics serve as a platform for teaching resilience, commitment, and life skills.

Mr. Phillips informed the committee that Student-athletes continue to excel academically, stating:

- 28 of the top 30 students in the Class of 2026 are athletes
- 31 of 36 National Honor Society inductees are athletes
- 17 students have committed to play collegiate athletics

He reviewed accomplishments from Spring 2025, Fall 2025, and Winter 2025–26, including:

- Multiple athletes reached major milestones, including a 1,000-point scorer and athletes with 100 career wins or points.
- Numerous Patriot League MVPs across boys and girls track, tennis, soccer, and basketball.
- Boys and girls outdoor track teams were state runners-up.
- 12 teams qualified for state tournaments, with several advancing to the Round of 16 and Round of 8.
- Pembroke ranked 5th in the Patriot League in the Boston Globe Scholastic standings.

Mr. Phillips explained that the athletic teams engaged in extensive community service, including:

- Girls' basketball hosted Morgan's Message, promoting mental health awareness.
- Boys' hockey supported a local food pantry.
- Volleyball held its annual Pink Night for cancer awareness.
- Multiple youth sports camps were offered throughout the year.
- Student-athlete Alyssa Marcella served on the MIAA Student Advisory Committee, speaking at Gillette Stadium during the Sportsmanship Summit.

He informed the committee that participation remains strong across all seasons, consistently above the 40% threshold considered healthy. Volleyball has become the most popular fall sport. Some sports saw slight declines, including girls' soccer, football, girls' lacrosse, and baseball.

Mr. Phillips presented the FY27 athletics budget, totaling \$827,720, covering:

- Coaching stipends
- Ice rink rentals (largest expense)
- Gymnastics and swim facility rentals
- League dues and competition entry fees
- Field maintenance
- Athletic training services
- Officials for home events
- Equipment, uniforms, and reconditioning
- Transportation

Mr. Phillips outlined several department budget priorities:

- Press box
- Strength and conditioning coach stipend
- Basketball hoop system replacements
- Grass field rehabilitation
- Turf field replacement within 1–2 years
- Track resurfacing in the near future

The committee members discussed potential funding sources, including grants, booster partnerships, and reviving the Pembroke Education Foundation. The Superintendent noted that CPC funds likely cannot be used for turf or press box projects, but will be researched further. Committee members praised the athletic program's success and leadership.

#### FY27 Technology Budget Presentation

Mr. Tinker presented the Technology Department budget. He noted that the department supports everything from Wi-Fi and HVAC systems to learning management systems, security cameras, cafeteria point-of-sale systems, and communication tools. He reaffirmed the department's guiding principles:

- Students first
- Transparency in data practices
- Respect for funding sources
- Pragmatic budgeting given economic pressures and supply chain challenges

He explained that the department experienced staffing reductions this year. A long-serving Media Technician retired after 22 years, and the Digital Learning Specialist transitioned to the high school librarian role. He stated that despite these challenges, the department remains committed to rapid response and reliable service.

Mr. Tinker explained that the department's goals include:

- Strengthening cybersecurity
- Increasing departmental agility through managed services
- Ensuring device equity and connectivity
- Supporting professional learning for staff
- Maintaining device replacement cycles
- Supporting over 100 EdTech software programs
- Managing 3,600 end-user devices, VOIP phones, security systems, and projection equipment

Mr. Tinker highlighted the success of the high school's student help desk course. Six seniors repaired or salvaged 200 Chromebooks, significantly reducing repair costs and turnaround time. Their analysis also identified memory limitations in current Chromebooks, prompting adjustments to future device specifications.

He informed the committee of the major department accomplishments this year, which include:

- Full replacement of wireless access points at all five schools
- Robust backup systems
- Migration of HVAC systems to cloud-based management
- Installation of new PA systems at Hobomock and the middle school
- First full year of managed services with Ockers Technology

The department also overhauled the device repair and billing process to improve communication with families and reduce unexpected charges. The new system includes:

- Email notifications
- Clear billing through PowerSchool and My School Bucks
- Payment plans
- A dispute process
- Photographic documentation of device damage

Mr. Tinker stated that the department staffing includes:

- Director of Instructional Technology
- Data and Software Manager
- Network Manager
- New Technology Technician (a Pembroke High School alumnus)
- Five building-based lead technology teachers
- Four senior interns (pending interviews)

He noted that regional comparisons show Pembroke has the smallest technology team relative to device and student load.

He identified approximately \$57,000 in savings through:

- Reduced supply purchases
- Streamlined software licensing
- Use of salvaged parts for Chromebook repairs
- Adjusted device replacement cycles

For FY27, the department anticipates replacing:

- 130 elementary laptops
- Additional paraprofessional Chromebooks
- Kindergarten and Grade 1 iPads (after six years of use)
- Student Chromebooks in grades 2, 6, and 9

He emphasized the urgency of strengthening cybersecurity, citing:

- 4,388 cyberattacks per week per organization
- 228,000 attacks per school per year
- Schools are being targeted due to tight budgets and aging infrastructure

Mr. Tinker said the long-term needs (FY27-FY29) include:

- Continued Chromebook replacement cycles
- Engineering lab upgrades (FY28)
- Secretary and central office device replacements (FY28)
- Digital arts lab upgrades (FY28)
- Virtual machine server replacements (FY29)
- Firewall updates and backup system enhancements
- Potential migration of PowerSchool to the cloud
- Increased instructional technology staffing to support emerging technologies, including AI

The committee expressed concern about the staffing level of the department, and Mrs. Obey said the Digital Learning Specialist position will be filled. The committee members thanked Mr. Tinker for the comprehensive presentation and asked clarifying questions about cybersecurity budgeting and device replacement cycles.

#### FY27 Facilities Budget Presentation

Mrs. Obey said the high school continues its multi-year summer painting schedule, which has allowed the maintenance team to make steady progress in areas that historically fell behind due to competing priorities. She reviewed building-specific updates:

##### High School

- Ongoing roof repairs, particularly around the atrium area, which continues to be the most problematic section of the building.
- The atrium design, which presents persistent challenges for leak mitigation.

##### North Pembroke

- Installation of additional water filtration units.
- Progress on a three-phase lighting project: classrooms and shared spaces are complete; hallways remain in phase three.

##### Hobomock

- New playground installed using Community Preservation Committee (CPC) funds.
- Replacement of most carpeting, with only the main office and ensemble room remaining.
- New PA system installed in August.

##### Middle School

- Significant HVAC repairs completed.
- New PA system installed.
- Continued roof repair needs.

## Bryantville

- Replacement of the gym roof.
- Ongoing HVAC repairs.
- Plumbing upgrades completed.
- Frequent shingle loss during storms has been resolved with the new roof.

Mrs. Obey reviewed the custodial and maintenance staffing model:

- 18 custodial personnel districtwide.
- Each school has one day custodian; elementary and middle schools have two evening custodians; the high school has three.
- An athletic custodian supports after-hours events.
- A wastewater treatment operator position (0.6 FTE operator / 0.4 FTE custodian) remains unfilled; services are currently contracted through Weston & Sampson.
- A long-serving part-time custodian/bus driver retired in February; the position is posted.

She explained that the maintenance budget appears large due to the breadth of contracted services required to support plumbing, HVAC, electrical, and general building repairs. Key cost drivers include:

- Contracted services for trades (plumbing, HVAC, electrical)
- Utility costs (heat, electricity, water, phone)
- Custodial substitutes (~\$50,000 annually)
- Preventative maintenance (belts, rooftop unit components)
- Repairs to aging fixtures and systems across all buildings

She noted that the contracted services budget line currently has \$61,000 remaining, which is unlikely to last through the end of the fiscal year. As in prior years, the department will begin prioritizing emergency-only repairs in late May and June.

Mrs. Obey emphasized that all five school buildings underwent major renovations around 1999–2000, meaning every toilet, faucet, and fixture is approximately 26 years old. Additionally, plumbing failures have increased significantly in the past 18 months, and many pipes date back to 1976. The district's contracted plumber warned that once failures begin, they tend to cascade.

She explained that the district maintains service agreements for HVAC systems, lawn equipment and wastewater treatment (contracted due to unfilled position). The district also participates in a collaborative purchasing consortium for paper goods, reducing costs through bulk purchasing.

She reviewed capital warrant items for the spring Town Meeting:

- Three new HVAC units at the elementary level
- Phase two of the flooring project, including the remaining carpet removal at Hobomock
- Roof repairs, including masonry and brickwork at the high school courtyard
- Replacement of the Bryantville library rooftop unit
- Additional water filtration units at other schools
- Brick repointing at the middle school
- Continued HVAC repairs districtwide
- Phase three of the North Pembroke lighting project

Mrs. Obey explained that the parking lots remain a major unresolved issue:

- All five school parking lots require significant work
- Problems include potholes, sinking drains, and failing pavement
- Parking lots have been on the department's goals list for six years
- Only patching and relining have been completed; no full reconstruction
- School parking lots cannot be included in the town's pavement management plan

- Chapter 90 funds cannot be used for school lots

Additionally, she identified several long-term needs:

- A full-time Director of Operations to oversee maintenance planning and capital project coordination
- Potential restoration of a previously cut custodial position (eliminated in 2013)
- Increased contracted services due to rising labor and material costs
- Additional support for outdoor maintenance, which often falls to the bottom of custodial priorities

Committee members asked which request was most critical. Mrs. Obey identified the Director of Operations as the top priority, noting that additional staffing or expanded services would not be effective without centralized leadership.

#### Consideration for First Read: 2026-2027 School Year Calendar

Mrs. Obey highlighted several changes from prior years. Under the new collective bargaining agreement September 1 will serve as a “meet and greet” open house for families before the first day of school. Traditional open houses have been rebranded as Curriculum Nights, where families learn about course expectations. Additionally, the district reduced the number of conference periods. Previously, families could attend conferences in both late October and early December. Staff reported that many elementary families were signing up for both, which was not the intent. The new model includes October 28 for grades 7–12 conferences and December 2 for grades K–6 conferences. She noted that the district no longer schedules a November PD day aligned with Election Day, as voting no longer occurs in school buildings. The third PD day is scheduled for March 29, providing flexibility should the district need to adjust the calendar mid-year.

Mrs. Obey added that early release days have been reduced. Under the new contract, elementary and secondary schools now have aligned student day lengths; lunch will not be served on early release days; instead, grab-and-go meals will be available for students experiencing food insecurity. Committee members discussed the importance of normalizing grab-and-go meals to avoid stigmatizing students. Labor Day falls late in 2026 (Monday, September 7), which pushes the entire calendar later. Teachers cannot begin earlier than the Monday before Labor Day, resulting in teacher in service days on: August 31<sup>st</sup> and September 1<sup>st</sup>, and student first days on September 2<sup>nd</sup> and 3<sup>rd</sup>.

Mrs. Glennon asked whether the later start would affect testing, and Ms. Brust said the MCAS windows will shift accordingly and AP exams remain nationally standardized (first two weeks of May).

Mrs. Obey said with the late start and the Juneteenth holiday, the tentative last day will be Thursday, June 17<sup>th</sup>, and the 185<sup>th</sup> day will be Friday, June 25<sup>th</sup>. The committee members expressed concern about the late end date but acknowledged that state law and the calendar structure leave little flexibility.

VOTE: On a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted to approve as a first read, the 2026-2027 school year calendar.

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

Voting No: none

Abstaining: none

Absent: none

#### Consideration for Approval: Overnight Field Trip – PHS Music - DCU Worcester

Mrs. Obey stated that the trip to the Allstate Music Festival at the DCU Center in Worcester typically wouldn't require an overnight stay. However, due to the early start time on Saturday and the participation of only three students, their families discussed the option to stay overnight. The organization's rules require a chaperone if students are staying overnight, so this is organized as a field trip.

VOTE: On a motion made by Susan Bollinger and seconded by Katrina Delaney, it was unanimously voted to approve the PHS Music overnight field trip to Worcester as presented.

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

Voting No: none

Abstaining: none

Absent: none

Consideration for Approval: MIAA Middle Level Waiver – Boys & Girls Lacrosse, Softball, Boys Tennis

Mrs. Obey presented the request for MIAA waivers allowing eighth graders to participate in high school sports when numbers are too low to field full JV teams. Initial registrations were low, 12 girls for lacrosse, 17 boys for lacrosse, and 12 for softball, but have since increased to 20, 22, and 14, respectively. Despite the improvement, the Athletic Director requested continued flexibility to ensure full rosters. Boys' tennis initially had only six registrants, short of the seven needed for a full lineup. Although the number has since reached seven, temporary flexibility was requested in case participation drops. Mrs. Obey reviewed MIAA rules: eighth graders may only play at the lowest level offered. If only varsity exists (e.g., girls' hockey), they may play varsity; otherwise, they must play JV. Committee members discussed safety concerns, especially in boys' lacrosse. Mrs. Obey emphasized that participation is not guaranteed, as student size, readiness, and safety will determine eligibility.

VOTE: On a motion made by Katrina Delaney and seconded by Allison Glennon, it was unanimously voted to approve the MIAA middle level waivers for Boys & Girls Lacrosse, Softball, and Boys Tennis.

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

Voting No: none

Abstaining: none

Absent: none

Consideration for Approval: Superintendent's Contract

The Superintendent explained that her contract runs through June 30, 2029, but does not include annual salary amounts, making this agenda item necessary to set her FY26 salary. She noted that although it is late in the fiscal year, the Committee has held extensive executive session discussions, and she expressed appreciation for the Committee's thoughtful, collaborative approach. She thanked the Committee for its ongoing support and for fostering a professional, respectful leadership environment. In preparing for the discussion, she reviewed comparable municipal salaries and superintendent market data and provided all requested documentation. The Committee ultimately approved a salary higher than her request, which she described as a meaningful vote of confidence. Her current compensation package is just under \$238,000, and the Committee set her FY26 salary at \$265,000. Mr. Boyle added that she leads the largest department in town and effectively serves in two roles - Superintendent and Business Manager.

VOTE: On a motion made by Katrina Delaney and seconded by Allison Glennon, it was unanimously voted to approve the Superintendent's contract.

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

Voting No: none

Abstaining: none

Absent: none

## **Subcommittee Updates**

### Budget Subcommittee: FY27 Budget Topics Calendar

Mrs. Obey said the Budget Subcommittee met last week and again this week to review upcoming budget items and develop a topic calendar. The proposed schedule outlines all remaining budget discussions between now and Town Meeting on May 12<sup>th</sup>. She said the subcommittee recommends adding an additional March meeting to accommodate the volume of work. Upcoming topics include the Teaching and Learning budgets, a fee discussion, a vocational presentation, and the strategic planning presentation. The subcommittee strongly recommends that the administration's recommended budget be discussed on its own night, allowing the committee time for focused deliberation before holding a joint meeting with the Select Board and Advisory. She added that regarding fees, the subcommittee noted that no new fees are currently being proposed. The discussion may be completed in one meeting, though a second night remains available if additional information or deliberation is needed. The goal is to ensure the Committee has time to reflect before making decisions, given the impact of fees on families.

### Vocational Planning Committee

Mrs. Obey stated she will attend the Select Board meeting the following evening to answer any questions related to the placement of the two override questions on the ballot. She emphasized that she is not giving a presentation; the Select Board has already received the most recent slide deck through the Town Manager. Her role will be limited to responding to questions as needed.

### Policy Subcommittee:

#### Consideration for Second Read and Approval: Revised Policy BEDB: Agenda Format

#### Consideration for First Read: Revised Policy BEDH: Public Comment at School Committee Meetings

#### Consideration for Second Read and Approval: Revised Policy BEE: Procedures for Conducting Public Hearings

Mrs. Obey said that this is the second reading of the Series B policies reviewed at the last meeting. She noted that the only revision made was the agreed-upon edit to add the word "Pembroke" before "resident" in each instance where the term appears in those policies.

VOTE: On a motion made by Susan Bollinger and seconded by Katrina Delaney, it was unanimously voted to approve as a second read and approval Policy BEDB: Agenda Format, BEDH: Public Comment at School Committee Meetings, and BEE: Procedures for Conducting Public Hearings, as presented.

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

Voting No: none

Abstaining: none

Absent: none

## **Future Meeting Dates and Topics**

3/31, 4/7, 4/14, 4/28, 5/5, 5/12

VOTE: At 8:36 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: March 31, 2026**

## MOTIONS

VOTE: On a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted to approve the school committee meeting minutes of March 3, 2026 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 as a first read, the 2026-2027 school year calendar.

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 PHS Music overnight field trip to Worcester 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 Allison Glennon, it was unanimously voted to approve the MIAA middle level waivers for Boys & Girls Lacrosse, Softball, and Boys Tennis.

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 Superintendent's contract.

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 as a second read and approval Policy BEDB: Agenda Format, BEDH: Public Comment at School Committee Meetings, and BEE: Procedures for Conducting Public Hearings, as presented.

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

Abstaining: none

Absent: none

VOTE: At 8:36 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