

Pembroke Public Schools

72 Pilgrim Road, Pembroke, MA 02359

www.pembrokek12.org

pembroke@pembrokek12.org



(781) 829-1178
FAX (781) 829-6957

PEMBROKE SCHOOL COMMITTEE MEETING

Tuesday, June 16, 2026

North Pembroke Elementary School Library

Call to Order

Mrs. Glennon 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: Allison Glennon, Chair; Susan Bollinger, Vice Chair; Katrina Scarsciotti and Katrina Delaney

Absent: David Boyle

Pledge of Allegiance

Public Comment

Ms. Comfort inquired about the probability and feasibility of incorporating HVAC, plumbing, electrical, and other trade-based programs into the existing Pathways Program at Pembroke High School. She also asked how the community could support such an initiative. Mrs. Obey explained that HVAC, plumbing, and electrical programs require Chapter 74 vocational certification, which Pembroke High School does not currently hold. Obtaining certification is a multi-year process and is unlikely within the next 3–5 years. The district has explored offering career-exposure opportunities instead of full vocational programming and is considering inviting union and trade representatives to speak with students. Expanding pathways, including trade-related options, is part of the district's Strategic Plan for Fall 2027. Staff also noted interest from local businesses willing to support such initiatives, and the district's Pathways Coordinator, Maryellen Gates, will continue fostering these partnerships.

Acknowledge & Schedule Visitors

Mrs. Glennon welcomed the visitors

Adjustments to the Agenda

None

Communications

None

Approval of Bill Schedule

Will be circulated electronically

Mrs. Obey said the administrators will provide end-of-year updates. She noted that middle school administrators were absent due to the 8th Grade Harbor Cruise.

Mr. Murphy reported that North Pembroke is closing the year with 521 students in grades PreK–6. The school will host several summer programs, including Extended School Year Programs, YMCA programming, and Camp Invention.

Key accomplishments included:

- A new PreK readiness skills chart developed for families.
- Expanded social-emotional learning supports, including small-group sessions for kindergarten students.
- Updated kindergarten screenings to better identify incoming student needs.
- Growth in student-interest clubs, including a popular chess club and a STREAM club offering coding and science activities.
- Ongoing facility improvements, including fresh paint and a new Pembroke Public Schools logo in the gym.

Mrs. Simmons said Bryantville closed the year with approximately 400 students, and staff are preparing for a busy summer ahead. Bryantville will host seven NRC classrooms for their summer program beginning July 1. Bryantville educators actively engaged in districtwide instructional initiatives this year, including Simplify Writing and FOSS, with nearly all teachers selecting these programs for their professional learning. Next year, every K–6 classroom will implement these practices, ensuring consistent writing instruction across grade levels.

- The districtwide math interventionist supported 137 students during her time at Bryantville.
- Title I reading supports reached 59 students in grades K–4, with positive growth reflected across the data.
- Staff noted encouraging trends in early literacy, particularly in grades K–2, where students have had the most exposure to new reading programs.
- The number of students performing well below benchmark decreases steadily from grade 3 down to kindergarten, suggesting a strong long-term impact from early literacy supports.

These improvements are expected to reduce referrals to special education and ISTs over time.

Mrs. Simmons added that Bryantville celebrated several student-driven successes this year. The school's Color Guard Club competed in the New England Bandmasters Association circuit and won their class, earning regional recognition. The group expanded to include middle school students, helping build interest and continuity with the high school program. Additionally, after several years of planning, Bryantville successfully launched a library volunteer program. Parent volunteers supported library operations throughout the year, and the school plans to continue the program alongside STREAM activities.

Bryantville expanded its comfort dog program with Sasha, who participated in a structured intervention with a special education pull-out group. The goal was to determine whether Sasha's presence helped students remain in the classroom and stay focused. Early results were positive, and Sasha has become a beloved incentive for students.

Bryantville continues to make progress on building upgrades:

- The roof replacement is complete.
- Next steps include installing a new gym screen, refinishing the gym floor, and cleaning the interior of the newly repaired ceiling.

Mrs. Simmons added that Bryantville reports strong academic momentum, growing student engagement, and meaningful progress in literacy and math supports.

Mrs. Cross said Hobomock ends the year with 380 students, a small decrease from fall enrollment. Hobomock will not host summer student programs this year because of major building upgrades. Key summer projects include:

- Full replacement of HVAC units
- Replacement of main office carpeting
- Completion of the final phase of the school's flooring project

Hobomock strengthened its community connections this year through several engaging partnerships and events. Students participated in a Unified Basketball game at the Pembroke Community Center against members of the Pembroke Police Department. Officers joined students on the court, creating a memorable experience and encouraging students to explore community spaces they may not have visited before. The Pembroke Fire Department made a surprise appearance at Field Day with a ladder truck and spray hose. Students enjoyed the water activity, despite getting soaked, and staff worked flexibly to help students change into dry clothes.

Hobomock continued its partnership with Holly Hill Farm, supporting the school's outdoor garden. Students harvested lettuce, fruits, and vegetables, giving them hands-on experience with gardening and sustainability.

Hobomock reported exceptional gains in early literacy based on end-of-year DIBELS data, reflecting strong implementation of districtwide early literacy programs and targeted intervention.

- Kindergarten: Increased from 26% at or above grade level at the start of the year to 82% by year's end
- Grade 1: Increased from 65% to 90%
- Grade 2: Increased from 71% to 90%

These gains include all students—general education, special education, English learners, and students in districtwide programs—demonstrating the broad impact of early literacy supports.

The school credited this progress to:

- Strong staff buy-in to early literacy programs
- Effective intervention from Mrs. Kelly, the reading specialist
- A consistent, structured intervention model across grades

Mrs. Cross added that Hobomock ends the year with significant academic momentum, strengthened community partnerships, and major facility upgrades underway.

Mr. Rix said Pembroke High School reported a strong and successful academic year marked by impressive college-readiness outcomes, rising AP participation, statewide recognition for its Innovation Career Pathway designation, and notable achievements across athletics, performing arts, and technology.

The Class of 2026 demonstrated significant engagement in post-secondary planning:

- 127 students applied to 258 colleges, resulting in 1,165 processed applications.
- 78% of graduates will attend four-year colleges.
- 5% will attend two-year colleges.
- 2% are entering the military.
- 8% are pursuing trade careers.
- 7% are entering the workforce.

These numbers reflect a diverse set of pathways and strong support from the school's counseling and pathways teams.

Pembroke High School continues to see growth in AP participation and performance:

- 247 students (37% of the student body) took 510 AP exams this year.
- Last year, 236 students (34%) took 465 exams.

The upward trend highlights increasing academic rigor and student interest in college-level coursework.

The school earned the Innovation Career Pathway designation this spring, recognizing its commitment to equitable access, career-connected learning, and high-quality pathways programming. Pembroke is now one of approximately 130 high schools statewide to hold this designation.

This achievement reflects extensive work by the Pathways Program, led by Maryellen Gates, along with high school staff who contributed to meeting the state's rigorous criteria.

Pembroke High School students excelled across multiple areas this year:

- Numerous state championships in athletics
- Strong performances in performing arts
- Recognition in technology competitions, including wins in the Congressional App Challenge

These accomplishments demonstrate the breadth of student talent and the strength of the school's extracurricular programs.

Mr. Rix added that PHS is actively engaged in its hiring season:

- 15 staff vacancies were identified.
- 7 positions have already been filled.
- Additional offers are pending, and interviews are ongoing.

The school aims to be fully staffed for the upcoming year, with a continued focus on student support and instructional quality.

Subcommittee/Liaison Reorganization

Budget Subcommittee – Katrina Delaney and Susan Bollinger with Allison Glennon as the alternate.

Policy Subcommittee – Katrina Scarsciotti and Allison Glennon with Katrina Delaney as the alternate.

Education Subcommittee – Katrina Scarsciotti and Katrina Delaney with Allison Glennon as the alternate.

Long Range Planning – David Boyle and Susan Bollinger with Katrina Scarsciotti as the alternate.

Negotiations Subcommittee – David Boyle and Allison Glennon with Susan Bollinger as the alternate

PTAD Liaison – Allison Glennon

SEPA Liaison – Katrina Delaney

Legislative Liaison – David Boyle/Katrina Delaney

Vocational Liaison – Susan Bollinger

DEI Liaison – Katrina Scarsciotti

Student School Committee Rep – David Boyle/Katrina Delaney/Susan Bollinger

Consideration for Approval: School Committee Meeting Minutes of May 19, 2026

VOTE: On a motion made by Susan Bollinger and seconded by Katrina Delaney, it was unanimously voted to approve the school committee meeting minutes of May 19, 2026 as presented.

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

Superintendent's Report

Personnel Report

Mrs. Obey said Pembroke Public Schools currently has 38 open positions, due to a mix of retirements, internal moves, newly created roles, and staff pursuing new opportunities. Mrs. Obey noted that many district employees were hired around the same time when the district was formed, and as this demographic reaches retirement age, the district expects larger waves of retirements over the next few years. This will likely mean continued high hiring activity, similar to the high school's 15 vacancies this season. Applicant pools vary by position, but administrators have met strong candidates and have already extended several offers. Some hires are still in contract negotiations, and internal transfers are creating additional openings that must also be filled. The district is actively working through all staffing transitions and will provide an updated report later in the summer.

Mrs. Delaney asked whether the district would need additional supports to maintain a strong school culture during a period of increased staffing turnover. Mrs. Obey explained that the district is well-positioned, as the launch of the new strategic plan aligns with this transition. Retirements and openings are spread across four buildings, with slightly more at the high school due to previously frozen positions. She noted that Pembroke has a strong base of veteran educators and a formal mentoring program in which every new staff member is paired with a mentor. First-year teachers also participate in monthly districtwide meetings to support onboarding and build community. Together, these structures help maintain a positive school culture as new staff join the district.

Consideration for Approval: PCMS Surplus Materials

Mrs. Obey explained that humanities textbooks are ready to be declared surplus. Once approved, the district is authorized to dispose of them through the most appropriate channels. The district first attempts to sell back materials to publishers, though most older textbooks are not eligible. They are then offered to local groups such as the Council on Aging, the Community Center, and the library. Any remaining items are recycled as a last resort.

VOTE: On a motion made by Susan Bollinger and seconded by Allison Glennon, it was unanimously voted to approve the PCMS surplus materials as presented.

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

Consideration for First Read: FY 27 Admin Salary Grid

Mrs. Obey explained that the district moved away several years ago from individually negotiated administrator salaries to a standardized salary grid, ensuring consistency and equity in hiring. For FY27, she is proposing a 3% cost-of-living increase for administrators, matching the teacher grid. She noted that unlike teachers, administrators do not move steps annually; level changes are only considered at the end of each three-year contract. A small number of administrators will move levels this year due to contract cycles, while most will receive only the 3% increase. Looking ahead to FY28, the district plans a full salary review to ensure administrative roles, particularly assistant principals, remain competitive with neighboring districts. Mrs. Obey anticipates forming a small working group to complete this analysis.

VOTE: On a motion made by Susan Bollinger and seconded by Katrina Delaney, it was unanimously voted to approve the FY27 Admin Salary Grid as a first read as presented.

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

Consideration for Approval: Overnight/Out of State Field Trip – Best Buddies July 2026

Mrs. Obey said Pembroke High School has one student invited to attend the Best Buddies Leadership Conference at Indiana University this summer. The conference is fully funded by Best Buddies, with no cost to the student or family. This is not the first time Pembroke has had a student selected, though participation varies year to year. The district does not send a chaperone, as the program is overseen at the state level.

VOTE: On a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted to approve the overnight/out of state field trip for Best Buddies in July.

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

Subcommittee Updates

Policy Subcommittee:

Consideration for First Read: Elementary Student Handbook

Mrs. Obey reviewed several handbook edits designed to align practices across all schools. The first clarifies that students are considered present for the day if they attend at least 3 hours and 30 minutes. Another update standardizes the rule that absence documentation must be submitted within 10 school days, matching existing middle and high school policy. All three handbooks now include guidance for two-household families, outlining expectations for scheduling meetings when parents share custody. The district aims to include both parents when possible but requires at least one to attend. Elementary handbooks will also incorporate key transportation policies, including bus passes, discipline, stops, and safety, by pulling language directly from the transportation manual that families already sign when requesting a bus pass.

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

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

Consideration for First Read: PCMS Student Handbook

Mrs. Obey said the only changes to the middle school handbook include adding the new meeting structure language for two-household families and correcting the Titan Time block from 32 minutes to 35 minutes. The handbook will also be updated with current School Committee member names, representatives, and the grading deadlines and term end dates for 2026–27.

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

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

Consideration for First Read: PHS Student Handbook

Mrs. Obey said the high school handbook updates focus on clarifying existing practices and ensuring consistent expectations. Language around tardiness, dismissals, co-curricular, and extracurricular eligibility has been standardized so procedures match what staff already follow. The attendance requirement for afternoon participation has been updated from “start of second block” to “end of first block” for clarity.

The handbook now explains how attendance limits are prorated for students who enroll mid-year, so expectations are clear for both year-long and semester courses. Updates also remove the previously prescriptive one-day suspension for false fire alarms, allowing administrators to assign consequences appropriate to the situation. A major change involves cell phone expectations. Students will place phones in classroom caddies during all classes, including study halls, to ensure consistent practice and support learning time. Phones may still be used during passing periods and lunch unless future state guidance requires otherwise. These edits aim to improve clarity, consistency, and alignment with current school practices.

Mrs. Bollinger expressed concern about applying a strict, all-or-nothing cell phone rule to study halls. She noted that study periods can be an appropriate time for students to briefly contact a parent, especially if a student is having a difficult day, without interrupting instructional time. She suggested allowing limited phone access during study hall rather than requiring phones to remain in caddies for the entire period, unless future state guidance mandates otherwise. Mrs. Obey noted that the middle school already follows an “off and away for the day” model, so students entering ninth grade are familiar with limited cell phone use. She emphasized that allowing phones during lunch and passing time is already a middle-ground approach, and future state guidance may require stricter rules. She added that students benefit from clear, consistent expectations. Allowing phones in some study halls but not others, such as when a class becomes a study due to a teacher's absence, creates confusion. For students who need to contact a parent during the day, the main office is available. Mrs. Scarsciotti agreed that allowing phone use in study halls could create confusion and inconsistency. She noted that once exceptions are made, such as using phones when a class becomes a study due to a substitute, students may expect the same flexibility everywhere. She also shared that her own child once had to turn in their phone at the office, and the school still provided appropriate ways for her to contact home when needed. She emphasized that students have reliable supports in place even without personal phone access. Mrs. Delaney added that cell phone use during study halls could raise time-on-learning concerns if the school were audited. She also noted that students who need to check in with a parent during the day can work with the school to set up a temporary plan, such as checking in at lunch or during study with staff approval. She emphasized that these situations can be handled case-by-case, rather than through policy.

VOTE: On a motion made by Katrina Delaney and seconded by Allison Glennon, it was voted to approve the PHS Student Handbook as a first read.

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

Consideration for a Second Read and Approval – Revised Policy JFBB: School Choice

Mrs. Obey noted that the only change is adding a line stating that siblings of currently enrolled students receive priority for admission. Pembroke does not participate in school choice now, but this will be in place should the district opt into school choice in the future.

VOTE: On a motion made by Katrina Delaney and seconded by Allison Glennon, it was unanimously voted to approve Policy JFBB: School Choice.

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

Consideration for a Second Read and Approval – Revised Policy JKAA: Time-Out, Seclusion, and Physical Restraint of Students

Mrs. Obey explained that the district's existing physical restraint policy has been updated and renamed to "Timeout, Seclusion, and Physical Restraint of Students." The revisions outline state-required protections for students and families in the rare event that timeout or seclusion is considered. She emphasized that Pembroke does not use timeout or seclusion, and any such intervention would require extensive review and sign-offs from medical professionals and families before being implemented.

VOTE: On a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted to approve Policy JKAA: Time-Out, Seclusion, and Physical Restraint of Students.

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

Consideration for a Second Read and Approval – New Policy KBG: Parent Advisory Councils

Mrs. Obey explained that this is a new policy for Pembroke, Policy KDG, Parent Advisory Councils. The district already has SEPAC, and adding this policy aligns with state guidance and MASC recommendations. The key update is that parent advisory councils are not subject to the Open Meeting Law, meaning they do not need to follow the 48-hour posting requirement. While groups may still choose to post meetings to encourage participation, they are not legally required to do so.

VOTE: On a motion made by Susan Bollinger and seconded by Katrina Delaney, it was unanimously voted to approve Policy KBG: Parent Advisory Councils

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

Future Meeting Dates and Topics

7/14 and 8/18

VOTE: At 7:02PM, on a motion made by Susan Bollinger and seconded by Katrina Delaney, it was unanimously voted to adjourn.

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

APPROVED: July 14, 2026

MOTIONS

VOTE: On a motion made by Susan Bollinger and seconded by Katrina Delaney, it was unanimously voted to approve the school committee meeting minutes of May 19, 2026 as presented.

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: On a motion made by Susan Bollinger and seconded by Allison Glennon, it was unanimously voted to approve the PCMS surplus materials as presented.

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, 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 FY27 Admin Salary Grid as a first read as presented.

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, 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 overnight/out of state field trip for Best Buddies in July.

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, 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 Elementary Student Handbook as a first read.

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, 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 PCMS Student Handbook as a first read.

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: On a motion made by Katrina Delaney and seconded by Allison Glennon, it was voted to approve the PHS Student Handbook as a first read.

Voting Yes: Allison Glennon, Katrina Delaney, Katrina Scarsciotti

Voting No: Susan Bollinger

Abstaining: none

Absent: none

VOTE: On a motion made by Katrina Delaney and seconded by Allison Glennon, it was unanimously voted to approve Policy JFBB: School Choice.

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, 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 JKAA: Time-Out, Seclusion, and Physical Restraint of Students.

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, 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 KBG: Parent Advisory Councils

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

VOTE: At 7:02PM, on a motion made by Susan Bollinger and seconded by Katrina Delaney, it was unanimously voted to adjourn.

Voting Yes: Allison Glennon, Susan Bollinger, Katrina Delaney, Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none