

Pembroke Public Schools

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PEMBROKE SCHOOL COMMITTEE MEETING

Tuesday, August 18, 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; David Boyle, Clerk; and Katrina Delaney and Katrina Scarsciotti

Pledge of Allegiance

Public Comment

None

Acknowledge & Schedule Visitors

Mrs. Glennon welcomed the visitors

Adjustments to the Agenda

Tech Scorecard

Communications

Mrs. Glennon suggested families check their email as the “back-to-school” information is beginning to circulate. Additionally, she referenced the status of the town warrant, confirming that it is scheduled for release the following morning.

Approval of Bill Schedule

Will be circulated electronically

Consideration for Approval: School Committee Meeting Minutes of July 14, 2026

VOTE: On a motion made by Katrina Delaney and seconded by David Boyle, it was unanimously voted to approve the school committee meeting minutes of July 14, 2026 as presented.

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

Voting No: none

Abstaining: none

Absent: none

Superintendent's Report

Personnel Report

Mrs. Obey provided an update on district staffing as the new school year approaches. She noted that the district has made substantial progress filling the many vacancies discussed in late June and July. Only a small number of

positions remain open, including an RBT position at Hobomock Elementary and a paraprofessional role at the middle school, both of which are currently in active interviews. She highlighted the Coordinator of Counseling position as the most challenging vacancy. Although funded in the FY26 budget, the role was not filled last fall due to the budget freeze. When reposted in May, the applicant pool did not produce a candidate with the licensure and experience needed to oversee mental health programming across PreK–22. The position remains posted, but the district does not anticipate filling it for the upcoming school year. She explained that the district is seeking a candidate capable of coordinating supports across guidance counselors, social workers, and school psychologists, and of evaluating districtwide mental health programming. The applicant pool to date has consisted largely of professionals from non-traditional school settings, and while qualified, they did not fully match the district's needs. She noted that Pembroke is further along than many districts in building social-emotional supports, which may limit the number of seasoned professionals available for such a role. She stated that the district will continue searching into early fall, as fiscal changes in neighboring communities may produce new applicants. If the position remains unfilled, the district may consider restructuring it in future years, potentially exploring a director-level mental health role.

Summer Work Updates

Mrs. Obey said significant upgrades were completed at Hobomock Elementary School, including the installation of seven new HVAC units equipped with air conditioning, the first elementary school in the district to receive this enhancement. The project, supported through capital funding at Town Meeting, has been underway for four years and is now in its final phase. The rooftop units are fully functional, and final software integration and winterization planning are in progress.

Additional flooring work was completed at Hobomock, with remaining carpeted areas replaced by tile. The front office carpet was also replaced to reduce noise and vibration. Flooring improvements continued at the middle school and Bryantville Elementary, and the district is working with its vendor to replace the carpet in the Pembroke High School library. Lastly, the gym floors at Bryantville and North Pembroke were resurfaced, and Bryantville received the new basketball hoops highlighted during its budget presentation. Several lighting and smaller facility projects are also underway and will be detailed by principals at the next meeting.

Mrs. Obey informed the committee that teachers have been actively engaged in summer professional development, with participation increasing over the past week. Ms. Brust provided an overview of the extensive curriculum and professional development work completed by educators over the summer. Teachers across multiple grade levels and subject areas engaged in training to prepare for new programs, course offerings, and instructional shifts launching in the upcoming school year.

- Six teachers attended AP Summer Institutes, including two in French, two in Spanish, one in Physics C, and one in Photography. The photography training supports the introduction of a new digital photography course at the high school.
- Grade 6 and 7 teachers participated in training for the Investigating History curriculum, which will replace previous materials and provide a more fully developed instructional package. Teachers reported positive feedback, noting similarities to the OpenSciEd model but with stronger built-in supports.
- A new middle school teacher completed Project Lead the Way training and will teach 8th grade PLTW, while another teacher will lead 7th grade. Additional staff will attend a NoRedInk workshop focused on evaluating program benchmarks and refining writing instruction.
- Teachers are developing new courses, including a unit on oral traditions and indigenous connections to written texts, led by a returning teacher with recent experience in Alaska. This course may include field trips to deepen student engagement.
- Reading specialists are reviewing a new UFFLY product to strengthen grade 3 literacy interventions, ensuring continuity with foundational work in grades K–2. The program will launch as a pilot this year, with specialists leading implementation and teachers integrating it more fully in future years. Benchmark data will guide student placement. Additionally, the district will begin implementing the FOSS science program in grades 1–5 this year, with ongoing support from FOSS staff throughout the rollout.

- A large number of teachers volunteered to serve as mentors and buddies for new educators, reflecting strong staff commitment to supporting colleagues and fostering a welcoming professional community.

Consideration for Approval: Elementary Surplus Science Materials

Mrs. Obey requested approval to declare a collection of elementary science materials as surplus. As the district transitions to the FOSS science program, the existing materials at all elementary schools are no longer needed. Declaring items surplus authorizes the district to dispose of them through the most appropriate channels. The Superintendent outlined the standard process of attempting to sell materials back to publishers when possible, offering to community partners such as the library, Council on Aging, or other local organizations and/or recycling as a last resort.

The committee confirmed that the surplus materials could be approved as a single group rather than individually.

Consideration for Approval: PHS History Surplus Materials

Mrs. Obey presented a request to declare several high school history textbooks and materials as surplus. She said Dr. Gallagher recently completed a full review and cleanup of the history book closets at Pembroke High School, following the district's adoption of updated history materials earlier this year. Because these older textbooks are no longer part of the curriculum, the district contacted the publisher to explore buy-back options. The publisher confirmed that they will not repurchase the materials. With surplus designation, the district is authorized to dispose of the items using its standard process.

Consideration for Approval: Technology Surplus Equipment

Mrs. Obey presented a request to declare various technology devices and components as surplus. As part of routine summer maintenance, the district reviewed the contents of its technology storage closets, which often accumulate outdated or non-functional equipment. She said Mr. Tinker previously explained that the technology department salvages usable parts from older Chromebooks whenever possible. After this process, a significant number of devices and components, beyond repair or repurposing, remain in storage. These include Chromebook parts, monitors, and other miscellaneous hardware from multiple buildings. With surplus designation, the district is authorized to dispose of these items following its standard process of salvaging any remaining usable parts, offering equipment to community partners when appropriate, and/or recycling items that cannot be repurposed.

VOTE: On a motion made by David Boyle and seconded by Katrina Delaney, it was unanimously voted to approve as surplus the elementary science materials, the PHS history materials, and the technology equipment.

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

Voting No: none

Abstaining: none

Absent: none

Technology Scorecard

Mrs. Obey provided a quarterly update on district technology operations, noting that the full scorecard is available in the meeting packet for detailed review. The update offers an at-a-glance view of progress across several major technology categories. She explained that this summer, the district completed the replacement of elementary staff laptops and updated a portion of student devices. The district will spend the coming year evaluating the long-term student device model, particularly for lower elementary grades, where a shift away from one-to-one devices may be appropriate.

Mrs. Obey explained that Pembroke High School, now more than 20 years old, is undergoing a full replacement of classroom overhead projectors with updated technology. The district's vendor began installation last week. Most classrooms will be completed before school starts, with a few remaining rooms scheduled for after-hours work. She said the Technology Scorecard will be updated again in the coming months to reflect continued progress and additional projects.

Discussion of Superintendent 2026-2027 School Year Goals v.1

Mrs. Obey presented Version 1 of her year-one SMART goals, developed directly from the four strategic objectives adopted in the district's new Strategic Plan. She emphasized that these goals represent the first formal alignment of district-wide priorities across administrators, educators, and school improvement plans. Each strategic objective has been translated into a SMART goal, with clear measurements, deliverables, and indicators of progress. She noted that the Committee's request for visible deliverables is reflected throughout the document, and that these items will later populate the district's Strategic Scorecard. She explained that the administrative team will continue refining the goals during next week's administrative meeting, focusing on how each initiative will cascade through departments and buildings. She acknowledged that the district set ambitious year-one targets, driven by enthusiasm for having a unified plan for the first time. She noted that the Strategic Plan is intended to be a living document, allowing adjustments as work progresses.

Mrs. Obey drew attention to the goal related to fiscal and facilities planning. She expressed confidence in developing a three-year fiscal forecast, while noting that such projections can quickly become outdated due to changing conditions. The district will begin by establishing its own three-year outlook, then collaborate with the Town Manager and Select Board to compare it with the town's broader fiscal forecast. She referenced ongoing discussions about new growth and its anticipated impact on the town's financial picture. While town officials have suggested that fiscal year 2028 may be a turning point, the Superintendent affirmed that the district has been planning conservatively regardless.

Mrs. Obey provided an update on long-term facilities planning and recommended that the School Committee issue an RFP for a districtwide capital plan. She noted that Pembroke has never had a formally developed capital plan and currently relies on an outdated inventory document created more than two decades ago by a former staff engineer. A modern assessment would give the district a clear, professional evaluation of facility needs across all five buildings, including masonry, painting, grounds, food service equipment, and technology infrastructure. She shared that preliminary research suggests firms often price capital planning work by square footage, with potential costs around \$30,000, though smaller independent providers may offer lower-cost options. She recommended opening the RFP for 30 days and reviewing proposals at the end of September. If the district cannot proceed immediately, staff could complete partial in-house work and revisit a full plan in the future. She also noted that the district receives more than \$100,000 annually from North River Collaborative for classroom rentals at Bryantville and PCMS. Because this revenue is not part of the operating budget, it may serve as a flexible funding source to support capital planning if needed.

Mrs. Obey highlighted that many of her year-one goals include surveying and stakeholder input. Families, staff, students, and community members can expect multiple surveys this fall as the district gathers feedback aligned with the Strategic Plan. She also plans to reintroduce community focus groups, which were highly successful during the strategic planning process. These sessions will allow participants to engage on specific topics of interest without needing to join standing committees such as PTO, School Council, or School Improvement Teams.

Mrs. Delaney raised the question of how best to monitor progress throughout the year and suggested aligning specific goals with existing School Committee subcommittees, allowing each group to periodically revisit the work connected to its area of focus. Mrs. Obey agreed that this approach could help operationalize the goals and ensure consistent check-ins. She noted that the goals do not always fit neatly into one subcommittee, but periodic reminders and structured follow-up would support accountability and transparency. She noted that this conversation will continue as the Committee refines its oversight structure and integrates the new strategic plan into its ongoing governance practices.

Mrs. Bollinger also expressed interest in adding visual progress indicators to the Superintendent's goals. Suggestions included a chart or rubric showing stages such as "beginning," "developing," and "accomplished," allowing the community to understand how far each goal has advanced. Mrs. Obey agreed that these additions would support clarity and accessibility, noting that they could be integrated into the district's emerging scorecard system.

Subcommittee Update

Long Range Planning

Mrs. Obey informed the committee that the Long-Range Planning Subcommittee met last week to review several facilities items, including the Bryantville Elementary School playground. She reminded the Committee that in 2025 the district commissioned a consultant to audit all three elementary playgrounds. Following that audit, the district successfully secured Community Preservation Committee (CPC) funding to replace the Hobomock playground, which has since been completed and is receiving strong community and student use. With Hobomock's project finished, the district is now considering the replacement of the Bryantville playground. The subcommittee discussed potential timing for submitting a CPC request. The district could apply in the fall or spring; however, because construction would occur during summer regardless, the Superintendent recommended waiting until spring to allow time for additional planning. Mrs. Obey noted that North River Collaborative, which rents six classrooms at Bryantville, has expressed interest in partnering on the project, particularly to support the addition of adaptive playground equipment. She plans to continue discussions with North River to clarify the scope of their involvement before submitting a CPC request. The Committee will revisit the topic once more information is available.

Mrs. Obey shared information from the Town Manager indicating that CPC's undesignated reserve fund currently holds just under \$1.6 million, with the FY27 surcharge expected to add approximately \$460,000, bringing the total to just over \$2 million. In addition, roughly \$150,000-\$200,000 in unused funds from discontinued projects may soon be returned to CPC. The district has one outstanding CPC funded project from 2022: a \$75,000 allocation for Phase II of the athletic field plan, originally intended to support the construction of baseball dugouts at Pembroke High School. She explained that this request was tied to a previous proposal to bring baseball back to campus. Mrs. Obey noted that significant improvements at Mattakeesett Street fields have created an excellent playing environment for students, and the facility receives extensive community use. While the idea of returning baseball to campus has historical support, the district does not see a current need to pursue the project. She emphasized that several sports already operate off-campus, such as swimming and gymnastics, and that the current baseball arrangement works well for both the high school and the broader community. The district also maintains a strong partnership with Pembroke Youth Baseball and Softball, sharing maintenance responsibilities at Mattakeesett. Given these factors, the district is not planning to move the baseball project forward, and she expects the unused CPC funds to be returned. Mrs. Glennon asked how specific the funding is, and Mrs. Obey said the original request was specific and said it is designated for: "renovations to the PHS baseball field, including groundwork and dugouts." Because CPC funds must be used exactly as approved, the allocation cannot be redirected to other sports or facilities. She also confirmed that the Athletic Director supports not moving forward with returning baseball to the high school campus. Improvements at the Mattakeesett Street fields have created a strong playing environment, and the current arrangement continues to work well for both the school and the community. She added that the district has a separate \$25,000 CPC allocation for softball improvements. The Athletic Director has identified several upgrades that would benefit the softball field, but these are distinct from the baseball proposal and do not require the same level of investment. The Committee acknowledged that the baseball project originated from a previous member's advocacy, and while appreciated, it does not align with current athletic priorities.

Mrs. Obey said the Long-Range Planning Subcommittee also reviewed the possibility of implementing school bus stop-arm cameras, following a request from a school committee member. Two years ago, the district successfully petitioned Town Meeting to update local bylaws to allow Pembroke to adopt Chapter 399 of the Acts of 2024, which permits municipalities to issue citations to drivers who pass a stopped school bus using automated camera footage. She explained that Bus Patrol is the vendor that does this type of work. Only one community, Chicopee, is currently issuing citations, and even after more than a year, they have not generated revenue beyond covering equipment costs. Mrs. Obey expressed caution about adopting the technology at this early stage due to concerns about data privacy and storage, public perception, and the police department's capacity to handle the additional work.

She continued to explain that drivers occasionally pass stopped buses, but most incidents occur on Learning Lane, not on major roads. The district already works closely with the Police Department to evaluate bus routes for safety, including avoiding stops where students must cross unsafe streets. She recommended revisiting the topic in about a year, after more communities have adopted the technology and can share results. She also suggested continuing the

conversation with the Police Chief and School Resource Officer, who are scheduled to attend the Committee's September 15th meeting.

The committee discussed exploring targeted police presence at known problem locations.

Future Meeting Dates and Topics

9/1, 9/15, 10/6 and 10/20

VOTE: At 7:00 PM, on a motion made by Katrina Delaney and seconded by Susan Bollinger, it was unanimously voted, roll call vote, to enter Executive Session pursuant to Chapter 30A, Section 21(a)(2), to discuss a personal service contract and 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: Allison Glennon, Susan Bollinger, David Boyle, Katrina Delaney and Katrina Scarsciotti

Voting No: none

Abstaining: none

Absent: none

APPROVED: September 1, 2026

MOTIONS

VOTE: On a motion made by David Boyle and seconded by Katrina Delaney, it was unanimously voted to approve as surplus the elementary science materials, the PHS history materials, and the technology equipment.

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

Voting No: none

Abstaining: none

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

Voting No: none

Abstaining: none

Absent: none