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PEMBROKE SCHOOL COMMITTEE MEETING
Tuesday, September 14, 2021
North Pembroke Elementary School Library

7:00 PM

Call to Order

Mr. Tropeano called the meeting to order at 7:01 pm.

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

Present from Committee: Michael Tropeano, Chair; David Boyle, Vice Chair; Susan Bollinger, Secretary; Susie Scholl and Lance Kennedy

Acknowledge & Schedule Visitors

Mr. Tropeano welcomed the audience members.

Adjustments to Agenda

None

Communications

None

Approval of Bill Schedule

Warrants were sent out electronically for approval.

Consideration for Approval: School Committee Meeting Minutes of August 17 and August 31, 2021

VOTE: On a motion made by David Boyle and seconded by Susan Bollinger, it was unanimously voted to approve the school committee meeting minutes of August 17 and August 31, 2021.

Voting Yes: Michael Tropeano, David Boyle, Susie Scholl, Lance Kennedy and Susan Bollinger

Voting No: none

Abstaining: none

Absent: none

Opening of School Updates – Building Principals

Mr. Murphy gave an update on NPES. Enrollment is 517 students and approximately 65 of those are in PreK. New teaching staff includes Ms. Novio covering Mrs. Cook's medical leave. Mrs. Valerie Charpentier is the new assistant principal. She is embarking on community meetings this week to get to know all the community members also getting to know the teachers and students. She's working to incorporate North's character traits into the daily discussion and has hosted a couple of meet and greet sessions. She's been having discussions with parents and community members around restorative practices and restorative justice ideals that North is embracing, which is something that principal Swift started this past year and also over the summer months. Mrs. Charpentier is doing very well.

Mr. Murphy gave an update on Hobomock. Enrollment is 411 students and 20 are newly enrolled but not all kindergartners. Five students returned from homeschooling. New teaching staff includes Ms. Pekrul in grade 1 who

was also a long term sub last year and is a graduate of PHS. With move ins to first grade another grade 1 section had to be added. Mrs. Obey said an elementary position was identified that could have been reduced somewhere that wasn't cut so it was floating within the budget because administration knew that there was going to either be a kindergarten need North or a first grade need at Hobomock, so it all worked out. Mr. Murphy said there is a new music teacher Ms. Macisso and a new special education teacher Ms. Kasarjian. He added there was some grade level changes with current staff that has worked out nicely. A new initiative at Hobomock introduced by Ms. Noons the physical education teacher is a health and wellness challenge for the entire Hobomock community called Where Will Hobomock Go. It's 10 minutes of activity by the students, parents and teachers which will equal about a mile and the students will be monitoring the progress over time. It's an incentivized program where after 200 miles a class gets to take a virtual field trip to something that's 200 miles away like the Basketball Hall of Fame. He added that there was a launch of a new social studies curriculum in grade 5 and revisions to the Envision math program both in text and online. Overall, a very smooth opening to school year.

Mrs. Simmons gave an update on Bryantville. Enrollment is at 440. New staff members Mrs. Robbins, a school psychologist, a new para and brought back two long term substitute teachers for grades 2 and 6 to cover medical leaves. Meet and greets happened over the summer with staff and parents as well as new student tours. She is bringing the community meetings to Bryantville from North to have that consistency across the elementary level. Curriculum work was done around science and social studies.

Mrs. McGarrigle gave an update on PCMS. Enrollment is a 412 students with 213 7th graders and 199 8th graders. New guidance, new sped teacher, new French teacher, previous North teacher, social worker, library para, sped teacher, LTS in social studies for maternity leave. The custodians did a phenomenal job stripping, waxing and painting the building. New staff includes Ms. McLean, 7th grade guidance, Ms. Wilson a special education teacher, Mrs. Serhal a world languages teacher, Mrs. Piwarunas a previous NPES special education teacher, Mrs. Jones a social worker, Ms. Eisen a library paraprofessional, Mrs. Joyce a special education teacher and Mr. Patarino a long term substitute social studies teacher in grade 7.

The guidance counselors officially start eight days before the teachers and assisted with the three days of tours. Orientation was on the first day of school for 60 minutes in the morning and another 33 minutes in the afternoon to help that students acclimate.

Last year the schedule did not rotate but this year the rotation was brought back. 56 students are the Title I literacy program and 51 students are in the Title I math program. Students who need this extra support get identified for the program by the sixth and seventh grade teachers. Teachers attended co-teaching training in math and ELA this week and social studies co-teaching is being added this year. Science teachers attended OpenSci Ed training this summer and will have additional training in January. OpenSci Ed is about focusing on skills and content and mastery and more importantly helping teachers gain deep knowledge on what they're teaching. Cross Country started and there are 50 students signed up and orchestra and chorus enrichment class are offered once or twice per week during Titan Time/study. In the process of gathering information on after school clubs and will get them up and running in about a week. In 21st century skills students will be goal setting in their class up to their individual academic check which will be once per term. All five schools received a donation of tree from the conservation commission/open space committee and four PCMS students will help her identify the location to plant the tree. The students were picked based on based on their kindness, empathy and leadership skills. PCMS will hold a fundraiser for childhood cancer again this year along with a gold spirit day. The virtual open house will be help on September 30th.

Mrs. Scholl asked about the number of co-taught class and the end goal of co-teaching. Mrs. McGarrigle said there are two sections of math in eighth grade and one to two in seventh and also one to two in english with this year the addition of one section of social studies in seventh and eighth grade. The end goal is to incorporate science so all four core courses with be represented. Mrs. Obey said it is an excellent structure, but it is very expensive because it involves two full-time teachers in the classroom with one group of students. The district has been able to take advantage of some of the opportunities in schedules to create pockets of co-teaching without adding additional staff but moving forward through budget cycles there's potential to have an increased staffing request to incorporate additional sections of co-teaching.

Ms. DeLorenzo said

Mr. Talbot gave an update on PHS. Enrollment is at 784 students this year. PHS held had an in person freshmen orientation and an in-person university at night at the end of August for ninth grade parents and any other new families to the school. Sports are running, many clubs have started, and the building is bustling and looking more normal than the past 20 months or so. Six new staff to PHS but not new to teaching. Six staff members have earned

professional status this year. He is thankful to the committee for bringing back the ARC program and Mrs. Courchene will be the teacher for that program. Mrs. Elfifal transferred from PCMS to PHS as a French teacher and Mr. Fulmine returned as a special education teacher. Ms. McDonald is a new para who is also the field hockey coach and a graduate of PHS. Mrs. Beaudoin is a new paraprofessional and Mrs. Viviano is the new .6 nurse. The goals around professional development, in addition to the ongoing review of curriculum documents and materials and assessment strategies, include next step training for the veteran co-teachers. Co-teaching is used for 9th and 10th grade in the math, english, social studies and science, with one section of each in each grade. PHS is also exploring culturally responsive and inclusive curriculum practices led by Dr. Galligan and the humanities program primarily using the culturally responsive curriculum scorecard and looking at the current curriculum documents to see how they measure up with that scorecard.

The bulk of the professional development will be the next steps in the NEASC decennial accreditation visit which will be in November 2024. The school leadership team will meet and officially name the steering committee and our accreditation coordinators who are also part of the steering committee and then reach out to the liaison. The liaison will come out this fall and work with committee during faculty meetings on training for what needs to be done over the next three years. Mr. Tropeano said the committee had a long discussion back around 2010/2011/2012 about whether to go forward with the accreditation as it's a tremendous amount of work and there are costs involved. He suggested the committee have a discussion at the November meeting about this before the work starts. Mr. Talbot informed the committee that a MA Association of Science Teachers award was given to PHS teacher Andrew Baker. The award goes to a teacher in his or her first three years of teaching science and they're commended for remarkable achievement, accomplishment and promise as a science educator. September programming is going on and started with the beginning of the year class assemblies, which included review of emergency responses. Homecoming in October is planned as an indoor and outdoor event depending on where things stand with masks. The prom is planned for the Sea Crest in Falmouth. Senior seminars started today and will go through next week to talk about college planning and then the college fair will take place on the 23rd. The guidance newsletter went out this week with helpful info for parents around financial aid and planning. The financial aid night will be virtual this year. Mr. Kennedy asked about participation with clubs and Mr. Talbot said it has been on track and the district is prepared to help families with fees if there is hardship. Mr. Tropeano pointed out that six of the new hires are PHS alumni. Mrs. Obey said there is a national bus driver shortage so anyone interested should reach out to first student. She said at the elementary level the first few days of transportation is a learning curve to get on schedule. Two North buses have been late, and changes have made over the past five days that have saved time but there is still room for improvement. Road construction is also causing a 6 minute delay for North. Mr. Talbot said social worker, Mrs. McGowan, took the time and personal resources to have her dog, Bauer, trained as therapy dog. The plan is to ease Bauer into PHS at 1-2 days per week and work up to 5 days. Initially Bauer will be part of Mrs. McGowan's pre-planned counseling sessions with students on her case load or on Mrs. Gerety's case load, and eventually roll out Bauer to the general student body around mid-fall.

Mrs. Jacee asked if PCMS students can have a locker and Mrs. McGarrigle explained the time and organizational reason behind the students not having lockers but said it will be considered after the school year starts to settle in. Mrs. Jacee asked about an Instagram post from the PHS student council regarding vaccinations and Mrs. Obey said it was from a student's private Instagram account and not the PHS student council. Mr. Talbot said he met with the students, and they were worried about the impression that they gave off. He said he thinks it was innocent mistake. The beginning of the year meetings discussed the topic that students shouldn't be asking each other about vaccination status and this incident occurred before those meetings. Mrs. Jacee also suggested the PCMS fundraiser sell something other than masks.

Superintendent's Report

Return to Learn Update

Mrs. Obey said the mask guidelines from CDC state that the mask should cover an individual's nose and mouth, if you hold the mask up to the light it should not filter light through it, and it should be snug around the ears.

Mrs. Obey said at last meeting there was discussion around the legal opinions and what would happen if the Pembroke School district chose not to follow the masking requirements set forth by DESE. The legal opinions of Long & DePietro and Emerson & Emerson were reviewed. At the request of the committee a third legal opinion was requested and received from Murphy, Lamare, Murphy in Braintree. All three legal opinions are the same, that DESE does have the ability to institute a mask requirement. They all cite Chapter 69 section 1 1a and 1b which talks about the duties and responsibilities both of the board

and the Commissioner it also talks about their ability to do so when there's a state of emergency. Although there is not currently a state of emergency it discusses what exigent circumstances look like. These documents will be posted to the website.

Mrs. Obey said at the last meeting there was request to look at the East Longmeadow legal case. There is no case related to East Long Meadow. During a public comment at a school committee meeting a parent of an East Longmeadow student, who is also an attorney, gave a public comment discussing his opinion whether DESC had the ability to institute a mass mandate. He was not representing the school committee at the time he does not represent the school committee of East Longmeadow so there is no legal case or legal opinion from East Longmeadow to follow up on

Mrs. Obey said the committee asked her to contact Commissioner Reilly and ask what would happen if PPS doesn't adhere to the DESE requirement. First step is the Commission of Education can refer any case of non-compliance to the Attorney General. Continued non-compliance would result in the loss of state and federal funds. Finally suspension of licensure of the superintendent. Pembroke receives chapter 70 funding and for FY22 there is 12 monthly installments of \$1,140,912 in addition to state and federal grants. The district has also taken advantage of the COVID relief funds last year that totaled \$1.6m and there is potential to take advantage of another \$1.6m through 9/2024.

Mrs. Obey said regarding health data, there are 10 active student cases, 19 total cases, 3 active staff cases and 4 total staff cases. No student school-based transmission has been found. As of 9/9, in Pembroke, the 16 to 19 year old Pembroke population is 80% percent vaccinated. The 12 to 15 year old Pembroke population is 57% vaccinated and that's up from 53% the week before.

Mrs. Obey reviewed the protocols for a close contact identification. A close contact is an individual that has been within three feet of space of a COVID-19 positive case for 15 minutes or more cumulatively in a 24 hour period unmasked. School nurse works directly with the classroom educators to determine any close contacts in addition to seating charts provided for indoor space at times students are unmasked and within 6 feet of space. She can assure that staff is very mindful of the protocols and keep them in mind when they are planning and in times when they have student groupings that are at less than three feet apart. Those students and that information is included when they're working with the nurse on contact tracing. Regarding quarantining, for those that are vaccinated there is no quarantine or testing requirement. If you're asymptomatic and don't want to test, you can return after 10 days, or if you test but you don't want to participate in test and stay program, you can test after day five and return on day eight. Anybody that has been identified as a school-based close contact receives notification directly from the school nurse. The COVID-19 cases are reported through the dashboard on the website and is the most accurate information available at the time as it gets updated as new information comes available, at least daily and at sometimes multiple times a day.

Mr. Kennedy asked about the prior email communications that went out regarding positive cases. Mrs. Obey said community notifications were going out constantly and people were getting overwhelmed with the number of emails. Mr. Boyle asked if the student cases are among siblings and Mrs. Obey said there is household transmission. Mr. Tropeano asked about sources for COVID-19 dashboard and Mrs. Obey said the information comes from Maven and the school nurses. Sometimes the nurses get communication from parents before the information hits Maven. Mr. Tropeano confirmed that individuals are notified by the school if they are a close contact. Mr. Tropeano reiterated that parents should contact the school nurse with any questions about close contacts and Mrs. Obey added that the nurses have a level of confidentiality to follow. Mr. Tropeano asked about the timeline for notification as a close contact and Mrs. Obey said as soon as there is a confirmed positive case, the nurses begin contact tracing and the individuals are notified within same day. Mr. Tropeano asked about the timeline for another DESE call on the waiver. He noted that the percentage of vaccinated Pembroke 12-15 and 16-19 year olds does not align exactly with PCMS and PHS as the high school can have 15 year olds and 19 year olds generally are not in high school. Mrs. Obey said there are no details on the waiver at this time. Mrs. Scholl asked about information from other superintendents and Mrs. Obey said the superintendents talk frequently and PPS is in a better place with test to stay than a lot of our closest towns. Pembroke is one of the only ones around here that have it up and running. Pembroke is in the middle as far as vaccination rates. Mrs. Scholl asked about Lisa Cullity visiting buildings and Mrs. Obey said she continues to visit and will point out anything that she believes could be better. Mrs. Bollinger asked for clarification as to why a class can't

be told that there is a positive student. Mrs. Obey said it is because of HIPPA and the district is bound by confidentiality for students and staff. She offered to get the committee information on HIPPA rules.

Mrs. Tiro asked about the waiver and Mrs. Obey said the desire is for the decision to return to the school committee. . Mr. Don Kernan said there is psychological damage being done with masks. He said he believes the committee doesn't have to do this.

Mr. Mueller thanked the committee for following the medical science and guidance. He has two students and wants to be sure they are safe.

Mrs. Jacee said asked for clarification on the grant funding.

Mrs. Tracey Graham asked how a school nurse will know if student is vaccinated and Mrs. Obey said if the student is a close contact the nurse will ask to a copy of the vaccination record if they do not find the record in the state database.

Mr. Sesnoise asked about social justice and Mrs. Obey said it is a working group of parents, teachers and administrators to work on inclusivity. The catalyst for the formation of the group and the work was around wanting to support teachers to have factual based conversations with students when it comes to any topic and teachers said they needed more resources and professional development so that they can be comfortable in their classroom answering questions of student. He asked if it is critical race theory and Mrs. Obey said Critical Race Theory (CRT) is not allowed to be taught in K-12 through the MA Curriculum Frameworks, but it can be taught in higher education.

Mr. Hamilton said masks should be parent's choice. He asked who is enforcing masks and Mrs. Obey said the administrators responsible for compliance, but teachers give verbal reminders. Mrs. Obey said masks break have become more frequent at the secondary level and families can have a conversation with the principal if their student needs additional breaks.

Mr. Hamilton asked about the term "caregiver" Mrs. Obey said some students may not have a parent or guardian but another person/family member raising them, so the term caregiver encompasses this.

The committee agreed to get the information on the waiver before taking a vote.

Consideration of Ratification of Units A, B, C, D and E Contracts

VOTE: On a motion made by Susie Scholl and seconded by David Boyle, it was unanimously voted to authorize the chair to sign the Memorandum of Agreement between the Pembroke Teachers Association Units A and B and the Pembroke School Committee for a one year contract followed by a three year contract as presented with raises of 2% in year one of the one year contract, 2% in year one of the three year contract, 2.5% in year two of the contract and 2% in year three.

Voting Yes: Michael Tropeano, David Boyle, Susie Scholl, Lance Kennedy and Susan Bollinger

Voting No: none

Abstaining: none

Absent: none

VOTE: On a motion made by Susan Bollinger and seconded by Susie Scholl, it was unanimously voted to authorize the chair to sign the Memorandum of Agreement between the Pembroke Teachers Association Unit C and the Pembroke School Committee for a three year contract as presented with raises of 2.5% in year one, 2.5% in year in year two and 2.5% in year three.

Voting Yes: Michael Tropeano, David Boyle, Susie Scholl, Lance Kennedy and Susan Bollinger

Voting No: none

Abstaining: none

Absent: none

VOTE: On a motion made by Lance Kennedy and seconded by David Boyle, it was unanimously voted to authorize the chair to sign the Memorandum of Agreement between the Pembroke Teachers Association Unit D and the Pembroke School Committee for a three year contract as presented with raises of \$0.55 in year one, \$0.60 in year two and \$0.65 with an additional 0.5% increase for the top two steps on the 91st day of year three.

Voting Yes: Michael Tropeano, David Boyle, Susie Scholl, Lance Kennedy and Susan Bollinger

Voting No: none
Abstaining: none
Absent: none

VOTE: On a motion made by Susie Scholl and seconded by David Boyle, it was unanimously voted to authorize the chair to sign the Memorandum of Agreement between the Pembroke Teachers Association Unit E and the Pembroke School Committee for a three year contract as presented with increases of \$0.60 in year one, \$0.60 in year two and \$0.65 in year three.

Voting Yes: Michael Tropeano, David Boyle, Susie Scholl, Lance Kennedy and Susan Bollinger
Voting No: none
Abstaining: none
Absent: none

Future Meeting Dates and Topics

9/28 and 10/5

VOTE: At 8:53PM, on a motion made by David Boyle and seconded by Susie Scholl it was unanimously voted, by roll call vote, to enter Executive Session Pursuant to Chapter 30A, Section 21(a)(3) to discuss a personal service contract as an open meeting may have a detrimental effect on the legal position of the School Committee, as declared by the Chair. No further business.

Voting Yes: Michael Tropeano, David Boyle, Susie Scholl, Lance Kennedy and Susan Bollinger
Voting No: none
Abstaining: none
Absent: none

APPROVED: October 5, 2021

MOTIONS

VOTE: On a motion made by David Boyle and seconded by Susan Bollinger, it was unanimously voted to approve the school committee meeting minutes of August 17 and August 31, 2021.

Voting Yes: Michael Tropeano, David Boyle, Susie Scholl, Lance Kennedy and Susan Bollinger
Voting No: none
Abstaining: none
Absent: none

VOTE: On a motion made by Susie Scholl and seconded by David Boyle, it was unanimously voted to authorize the chair to sign the Memorandum of Agreement between the Pembroke Teachers Association Units A and B and the Pembroke School Committee for a one year contract followed by a three year contract as presented with raises of 2% in year one of the one year contract, 2% in year one of the three year contract, 2.5% in year two of the contract and 2% in year three.

Voting Yes: Michael Tropeano, David Boyle, Susie Scholl, Lance Kennedy and Susan Bollinger
Voting No: none
Abstaining: none
Absent: none

VOTE: On a motion made by Susan Bollinger and seconded by Susie Scholl, it was unanimously voted to authorize the chair to sign the Memorandum of Agreement between the Pembroke Teachers Association Unit C and the Pembroke School Committee for a three year contract as presented with raises of 2.5% in year one, 2.5% in year in year two and 2.5% in year three.

Voting Yes: Michael Tropeano, David Boyle, Susie Scholl, Lance Kennedy and Susan Bollinger
Voting No: none
Abstaining: none
Absent: none

VOTE: On a motion made by Lance Kennedy and seconded by David Boyle, it was unanimously voted to authorize the chair to sign the Memorandum of Agreement between the Pembroke Teachers Association Unit D and the Pembroke School Committee for a three year contract as presented with raises of \$0.55 in year one, \$0.60 in year two and \$0.65 with an additional 0.5% increase for the top two steps on the 91st day of year three.

Voting Yes: Michael Tropeano, David Boyle, Susie Scholl, Lance Kennedy and Susan Bollinger
Voting No: none
Abstaining: none
Absent: none

VOTE: On a motion made by Susie Scholl and seconded by David Boyle, it was unanimously voted to authorize the chair to sign the Memorandum of Agreement between the Pembroke Teachers Association Unit E and the Pembroke School Committee for a three year contract as presented with increases of \$0.60 in year one, \$0.60 in year two and \$0.65 in year three.

Voting Yes: Michael Tropeano, David Boyle, Susie Scholl, Lance Kennedy and Susan Bollinger
Voting No: none
Abstaining: none
Absent: none

VOTE: At 8:53PM, on a motion made by David Boyle and seconded by Susie Scholl it was unanimously voted, by roll call vote, to enter Executive Session Pursuant to Chapter 30A, Section 21(a)(3) to discuss a personal service contract as an open meeting may have a detrimental effect on the legal position of the School Committee, as declared by the Chair. No further business.

Voting Yes: Michael Tropeano, David Boyle, Susie Scholl, Lance Kennedy and Susan Bollinger
Voting No: none
Abstaining: none
Absent: none