

**MINUTES OF THE SELECT BOARD MEETING  
JANUARY 28, 2021  
REMOTE MEETING HOSTED BY PACTV ON ZOOM PLATFORM**

**PRESENT:** Daniel Trabucco (Chairman), Jessica M. Rushing (Vice Chairwoman), John G. Brown, Jr. (Clerk), Rebecca Coletta (Selectwoman), Tracy Marino (Selectwoman), William Chenard (Town Manager), Sabrina Chilcott (Assistant Town Manager) Michael Tropeano (School Committee Chairman), David Boyle (Vice-Chairman), Susan Scholl (Secretary), James Agnew, Erin Obey (PPS Superintendent), Susan Bollinger, Lance Kennedy, James Quigley

At 7:12 pm, Mr. Trabucco advised that pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §20, and the Governor's March 15, 2020 Order imposing strict limitations on the number of people that may gather in one place, this meeting of the Pembroke Select Board is being conducted via remote participation. No in-person attendance of members of the public will be permitted, but the public can view this meeting while in progress on Comcast Government Access channel 15, and for those without cable, on their PRIME streaming channel by visiting [www.pactv.org/prime](http://www.pactv.org/prime). Members of the public attending this meeting virtually will be allowed to make comments if they wish to do so, during the portion of the meeting designated for public comment, by registering to login to this webinar at <https://www.pembroke-ma.gov/select-board/meetings>. All votes taken during this meeting will be roll call votes.

Mr. Tropeano called the meeting of the School Committee to order.

**OPEN ANNUAL WARRANT FEBRUARY 1<sup>ST</sup> AND SPECIAL WITHIN ANNUAL WARRANT FEBRUARY 8<sup>TH</sup>; CLOSE BOTH FEBRUARY 12<sup>TH</sup> AT NOON**

Ms. Marino moved to open the annual warrant on February 1, 2021, the special within the annual warrant on February 8, 2021 and close all warrants on February 12, 2021 at 12pm noon. Ms. Rushing seconded the motion. By roll call vote of 5/0: Brown – yes; Coletta – yes; Marino – yes; Rushing – yes, Trabucco – yes.

**7:05 INTERVIEW APPLICANTS: INTERIM APPOINTMENT, SCHOOL COMMITTEE**

Mr. Trabucco and Mr. Tropeano have agreed to the format of proceedings at this meeting. The Chair of the Select Board will host the meeting and will begin by recognizing the three candidates in alphabetical order; Ms. Pflaumer notified the town that she withdraws her application. Each candidate will be called upon to make a two-minute opening statement prior to the question-and-answer round. Mr. Trabucco will call for questions from individual board members in an alternating fashion, beginning with the School Committee when each member of both boards will have the opportunity to ask a question. Each round is anticipated to last ten minutes, but time will be extended as necessary. Each candidate will conclude with a one-minute closing statement if they so choose. Candidates will then retire from being panelists but are encouraged to remain watching. Both boards will discuss and deliberate in public session; Mr. Trabucco will then call for nomination(s) and second(s). If only one candidate is nominated, a call for votes will be made. Each member will have one vote. If there are multiple nominations, then each nominee will be voted on until two remain. The highest vote tally of those two will prevail.

Ms. Bollinger stated that she has lived in Pembroke for twelve years; she was born and raised here and returned with four children, three of whom have been through the Pembroke Public School system with her youngest in seventh grade. She stated that she is passionate about a well-rounded

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education. She raised four different children with different needs including academics, athletics, music and special education. Ms. Bollinger concluded by stating that she is a strong negotiator, she understands this is an interim role and she will stand for election in the spring, and she runs her own business, staffing and balance sheet.

Mr. Kennedy thanked the Boards and the Superintendent for the opportunity, stating that he wants to return to being involved locally. He has worked and volunteered with the YMCA, served on School Committee in Carver and worked as a teacher and with after school educational offerings.

Mr. Quigley thanked the Boards and the other candidates for applying, stating that COVID has made delivering education challenging. He stated that the plans enacted were largely untested and teachers, administration, parents and students have worked very hard to see them succeed. He stated he has worked with legislators, understands bureaucracy and has worked with high-risk students, developing programs that can be offered locally in Norfolk County.

### **SUSAN BOLLINGER, 22 FOX PATH**

Mr. Tropeano asked what the biggest challenge before the School Committee is now as well as in the future, and what she feels is the Committee's role. Ms. Bollinger stated that whether students are hitting benchmarks as related to their performance year after year and budgetary issues are the largest issues. Ms. Bollinger stated that the role of the Committee is to support and collaborate with the Superintendent. Ms. Rushing asked what other town organizations, committees or boards she is now involved or has been in the past. Ms. Bollinger stated that she has volunteered with the PTOs, the athletic boosters and Pembroke Association for the Performing Arts (PAPA) begin an active, participating member. Mr. Boyle asked why she feels she stands out from the rest of the field. Ms. Bollinger stated that she is passionate about education and has a lot of experience with negotiations and budgeting, expounding upon her opening remarks. She stated that she would be a communicator with families concerning the decisions that the Committee makes. Ms. Coletta asked what relationships she has beyond town and what access to other resources she has to benefit the town and the School Committee. Ms. Bollinger recounted her experience serving on the Professional Standards Committee for real estate and stated that the experience has strengthened her collaborative standards within a committee. Ms. Scholl explained that there are an array of subcommittees including budget, education and curriculum, long range planning and policy, and she asked the candidate to relate her talents to clarify her preference and strength. Ms. Bollinger stated that the Budget Subcommittee would be her strongest fit but that she would be an asset to any of the others and would enjoy the opportunity. Ms. Marino asked what she would do as a member to communicate with parents and families. Ms. Bollinger would make suggestions to the Committee as a whole for improvement; she provided an example whereby requiring the Superintendent to read the attendee Chat into the record could be eliminated by providing time in meetings dedicated to public comment allowing the business to proceed without distraction. Mr. Agnew asked her to define the roles of the governing body versus the administration and what is the difference between them. Ms. Bollinger stated that the role of the governing body is collaborative, helping the administrative process not operating over it. Mr. Brown asked what she feels it means to be a Titan. Ms. Bollinger stated that a Titan is someone who loves the town and loves the school, someone who works for the benefit of everyone's success. Mr. Tropeano asked whether or not she agrees with the statement that the funding formula for education has fundamental flaws which have negatively impacted Pembroke, and further could she provide two examples of ideas she would bring to the Committee. Ms. Bollinger stated that she would begin by looking within the current budget for savings opportunities and then she would seek other sources of funding. Ms. Rushing asked about the candidate's personal commitment to diversity, equity and inclusion and what she would bring to this role. Ms. Bollinger stated that she has extensive training in diversity empathy and believes that

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there is a need for more conversation with people who do not understand what inclusion means. She stated that society is currently polarized and needs to come together to have these conversations. Mr. Boyle asked what she feels is her biggest strength, and what weakness would she share. Ms. Bollinger stated that negotiation is her biggest strength, and she feels that not attending subcommittee meetings is a weakness that she looks forward to overcoming by serving. Mr. Agnew stated that everyone wants access to the members and members must have thick skin when people become passionate about issues, being resilient enough to respond well in the moment and filter back the remarks to the Committee. Ms. Bollinger stated that she has had to develop thick skin in the real estate industry through years of training and experience. She stated that she welcomes comments and feedback. Mr. Tropeano asked what steps she would take to manage divisiveness around diversity, equity and inclusion as a School Committee member and how would she prioritize the work of DEI in the Pembroke Public Schools. Ms. Bollinger stated that the successful candidate will need to be able to articulate issues, consider both sides of the issues presented and work toward solutions to bring these sides together.

### **LANCE KENNEDY, 108 PLYMOUTH STREET**

Mr. Tropeano asked if he is familiar with the Chapter 70 formula and posited that Carver is similar to Pembroke, request that Mr. Kennedy outline creative ways to address budget challenges. Mr. Kennedy cited the impacts of school choice and the students ability to leave the district may be something that can be addressed by building opportunities within the district, creating educational offerings for everyone and attracting students to stay. Mr. Kennedy suggested partnering with local non-profits such as the YMCA to craft a collaborative effort to support existing offerings. Ms. Rushing asked what other town organizations, committees, or boards he is now involved or has been in the past. Mr. Kennedy stated that he has coached youth soccer, coached, and sat on the board of youth baseball and coached and sat on the board of youth basketball. Mr. Kennedy expounded on his experience as a School Committee member and Chairman in Carver. Mr. Boyle asked why he feels he stands out from the rest of the field. Mr. Kennedy stated that the experience and perspective that he brings will contribute to the community. Ms. Coletta asked what relationships he has beyond town and what access to other resources he has to benefit the town and the School Committee. Mr. Kennedy stated that he has networked in youth development and family support, with many professionals and superintendents that he can reach out to connect with as needed. He added that he completed the state trainings for School Committee members so is thoroughly familiar with the requirements. Mr. Agnew stated that 2020 required many tactical decisions to progress through the school year to educate students and asked what key issues a long-range plan must incorporate to further address these concerns. Mr. Kennedy stated that issues surrounding mental health and wellness will be impactful; education, understanding and learning as children adapt will require that we support students at a higher level than ever before, and we will need unique ways of doing so. Ms. Marino asked if he has any experience with the special education system. Mr. Kennedy stated that he worked closely with the Special Education Coordinator as Chairman of the Carver School Committee to ensure that the students were supported, and that Carver had the funding to do so. He stated that his experience with the YMCA included working closely with community members and family members to support all children. Ms. Scholl asked what educational level he taught and asked him to detail his journey from teaching to other roles. Mr. Kennedy stated that he was an elementary educator and enjoyed the impact he had in the classroom, recognizing the outside struggles that were present and effecting classroom performance. He chose to pursue the community involved platform at the YMCA to help educate but also positively impact children and families with food insecurities and other challenges. Mr. Brown asked how he would work with colleagues to pursue funding that Pembroke doesn't receive

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currently. Mr. Kennedy lamented that regional offerings receive more robust funding, but that Pembroke could pursue collaborations and work with partners to lower transportation costs and other unfunded costs that the town absorbs. Mr. Tropeano stated that he would like to follow up on Mr. Kennedy's observations of student needs post-pandemic, asking what things the Committee could be doing now and going forward. Mr. Kennedy stated that the Committee will need to support the district to provide mental health support and funding as it is the key component of student post-pandemic need. Ms. Rushing asked about the candidate's personal commitment to diversity, equity and inclusion and what he would bring to this role. Mr. Kennedy advised that the YMCA organization is "For All" and working in the inner city requires a significant component of diversity and inclusion to bring unity. Locally, the sports group have league leadership groups to promote inclusion and ensure there is no place for hate. Mr. Boyle asked what he feels is his biggest strength, and what weakness would he share. Mr. Kennedy stated that he excels working within organizations and is passionate about developing solutions. Mr. Kennedy pointed to his tendency to be overscheduled as a weakness. Ms. Coletta asked whether or not he agrees with the statement that the funding formula for education has fundamental flaws which have negatively impacted Pembroke, and how could this be addressed. Mr. Kennedy explained that the model doesn't work for every community, and that School Committee can be a formal advocate to the state to seek ways to strengthen the funding model. Mr. Agnew asked if he had a personal leadership style. Mr. Kennedy stated that he serves in leadership, training his staff to be able to understand as much as he does to be part of the process, where everyone has input so decisions are collaborative. Ms. Marino asked what he would do as a member to communicate with parents and families. Mr. Kennedy stated that his door at the Y was always open with all comments welcome. He stated that actively listening is the key with an open door, so everyone feels a part of the process. Ms. Scholl asked how he deals or has dealt with challenges and requested an example. Mr. Kennedy stated that non-profits struggled under COVID restrictions and he underwent a career change that stretched him professionally. He stated that the new opportunity has been beneficial in his own learning process and his self-reflection has provided clarity to make his best decisions. Mr. Brown asked what he feels it means to be a Titan. Mr. Kennedy stated that wearing the jersey means representing the community and what it stands for, primarily pride while performing with respect, win or lose. Mr. Tropeano asked how he would support DEI, diversity, equity, and inclusion as a Committee member. Mr. Kennedy stated that he has sent his career putting unlikely partnerships together with communication being the key component. Mr. Kennedy further stated that this dialogue allows people to understand each other and look beyond their own baggage to embrace empathy.

### **JAMES M. QUIGLEY, 123 MONROE STREET**

Mr. Tropeano asked with student needs constantly evolving, what is School Committee's role in delivering education. Mr. Quigley stated that the focus needs to be on putting children back in the classroom in a way that is safe for everyone; he expressed the hope that the pending stimulus will allow for a robust testing program and fund evaluation of the challenges that town will face when the schools reopen. Ms. Rushing asked what other town organizations, committees, or boards she is now involved or has been in the past. Mr. Quigley stated that he is a member of the Social Justice Working Group with the schools to promote inclusion and identify ways to provide opportunity for all students. Mr. Quigley stated that he is a flag football coach, worked in food pantries and developed mediation projects, at risk student support group and anti-bullying programs in Norfolk County. Mr. Boyle asked why he feels he stands out from the rest of the field. Mr. Quigley stated that he has experience in government, has built relationships over time, understands bureaucracy, has policy experience and in finding funding and constituent services. Ms. Coletta asked what relationships he has beyond town and what access to other resources he has that benefit the town

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and the School Committee. Mr. Quigley stated that he has worked with state legislators and has developed personal relationships with them and key staff; he has also developed relationships with the Congressman and with the Plymouth County Commissioners. These relationships can be leveraged to work to develop answers for the town regarding key concerns. Mr. Agnew stated that a large benefit for children in town is the access to great vocational offerings from Silver Lake or South Shore; he asked what additional steps the town can take to bring vocational opportunities to Pembroke. Mr. Quigley stated that he is passionate about ready-made opportunities for students and vocational certification can quickly lead to meaningful employment opportunities; he stated that he is a strong proponent of vocational education. Ms. Marino asked if there was a particular issue that motivated his desire to serve on the Committee. Mr. Quigley stated that the debate, discussion and vote of School Committee concerning remote, hybrid and in-person learning options reflected well on the board; while the result was a split vote, the Committee displayed thoughtful respect of each other and the community, reinforcing the belief that working together as a community can achieve impressive results. Ms. Scholl asked how he deals or has dealt with challenges and requested an example. Mr. Quigley expounded on constituent service challenges concerning flood insurance issues that were negatively impactful. He highlighted interactions and positive, proactive steps he undertook while coaching a player who struggled with outside trials. Mr. Quigley voiced the belief that children should be given as many chances as it takes to help them succeed and everyone is better off as a result. Mr. Brown asked if he believes a Committee member should children in the school system to serve. Mr. Quigley stated that restricting access to serve would be a mistake and could result in missing opportunities for highly qualified people to serve; however, he concluded that a parent brings a different perspective to the Committee. Mr. Tropeano asked what ways he would manage the divisiveness surrounding the work of DEI and his involvement in the group. Mr. Quigley stated that some of the divisiveness is generated from sources that do not want to hear what others have to say; while others may not agree, everyone needs to listen to each other. Mr. Quigley stated that there are people who feel that they don't receive the same opportunities due to racial or socioeconomic or other issues and it is incumbent upon everyone to listen. Mr. Boyle asked what he feels is his biggest strength, and what weakness would he share. Mr. Quigley stated that his strength is working within a team, and he will study, work and listen to others to learn answers to things he may not know. Mr. Quigley stated that the weakness he is working on is improving his patience. Ms. Coletta asked him the ages of his children; Mr. Quigley stated he has two daughters aged eight and fifteen. Mr. Agnew asked if a stranger looked at the district, what would they observe. Mr. Quigley stated that they would see a working-class community working hard to improve and strive. Mr. Quigley noted the hard work of administration, and of teachers efforts to stay in touch with remote students during the challenges that they faced. Ms. Marino asked what he would do as a member to communicate with parents and families. Mr. Quigley cited vast constituent service experience and remarked that people come to you when they have exhausted all other efforts and have no options, requiring a Committee member to listen and bring the issues back to the Committee as a whole. Mr. Brown asked what he feels it means to be a Titan. Mr. Quigley stated that is means being caring, compassionate and empathetic, looking out for one another.

At 8:47 pm, Mr. Trabucco introduced the three candidates for closing statements. Ms. Bollinger thanked everyone for the effort and dedication displayed in the process and harkened back to her desire for a well-rounded education for all, her strong negotiation skillset and her strong budgetary skills developed as an independent contractor. Mr. Kennedy thanked both Boards for the time and opportunity, stating that he welcomes their decision whatever it may be as the process was strong. Mr. Quigley thanked both Boards and concluded with a positive note that tough times can bring everyone together to be stronger.

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### **DISCUSSION AND DELIBERATION BY SELECT BOARD, SCHOOL COMMITTEE**

At 8:50 pm, Mr. Trabucco introduced the opening round of summation comments from each member of each board. Candidates were thanked for their presentations, all candidates were noted as qualified, capable, having done extremely well. Each candidate had their individual strengths recognized and praised.

At 9:15 pm, Mr. Trabucco called for a round of deliberation with purpose. Mr. Tropeano opened discussion with observing the lack of long term experience on the Committee at this time due to turnover in the last three years, stating the Committee needs someone who will be able to participate on day one. Ms. Rushing, Ms. Scholl, Mr. Agnew and Mr. Brown concurred with this assessment. Discussion ensued on attributes, qualities and experience desired in a Committee member.

### **NOMINATION, VOTE OF INTERIM SCHOOL COMMITTEE MEMBER (INTERIM TERM TO MAY 15<sup>TH</sup>)**

At 9:35, Mr. Tropeano moved to open nominations for the appointment of an interim School Committee member. Mr. Trabucco seconded the motion. Mr. Boyle nominated Mr. Kennedy; Mr. Agnew seconded the motion. Ms. Coletta nominated Mr. Quigley; Ms. Rushing seconded the nomination. Mr. Tropeano moved to close nominations and Mr. Agnew seconded the motion. By roll call vote 9/0: Agnew – yes, Boyle – yes, Scholl – yes, Tropeano- yes, Brown – yes; Coletta – yes; Marino – yes; Rushing – yes, Trabucco – yes.

Mr. Trabucco advised that he will cast a vote only in the event of a tie, allowing both Boards equal weight. Mr. Trabucco called for a vote regarding the nomination of Mr. Kennedy. By roll call vote: 6/2/1: Agnew – yes, Boyle – yes, Scholl – yes, Tropeano- yes, Brown – yes; Coletta – no; Marino – yes; Rushing – no, with Trabucco abstaining. Mr. Trabucco called for a vote regarding the nomination of Mr. Quigley. By roll call vote: 2/6/1: Agnew – no, Boyle – no, Scholl – no, Tropeano- no, Brown – no; Coletta – yes; Marino – no; Rushing – yes, with Trabucco abstaining.

At 9:45 pm, Mr. Agnew moved to adjourn the meeting of the School Committee; Ms. Scholl seconded the motion. By roll call vote of 4/0: Agnew – yes, Boyle – yes, Scholl – yes, Tropeano- yes. Ms. Rushing moved to adjourn; Mr. Brown seconded the motion. By roll call vote of 5/0: Brown – yes; Coletta – yes; Marino – yes; Rushing – yes, Trabucco – yes.

### **MATERIALS & EXHIBITS**

Resumes, Vacancy Applications: Bollinger, Kennedy, Pflaumer, Quigley (Sup Office/TM Office)